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STATE EMPLOYEE SALARY AND BENEFIT SURVEY 1980 VOLUME II

by Department of Administration
Personnel Division

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STATE EMPLOYEE SALARY

AND

BENEFIT SURVEY

1980

VOLUME II

by DEPARTMENT OF ADMINISTRATION

PERSONNEL DIVISION

RESEARCHERS:

JOSEPH MICHAUD
and
DAVE EVENSON

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1980 STATE SALARY & BENEFIT SURVEY

VOLUME II

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APPENDIX E

MINIMUM SALARIES - IN-STATE EMPLOYERS

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 4 CLASSES	4	658	556	35	175	226	38	15.6-	.45-
CLERK TYPIST I	4	658	556	35	175	226	38	15.6-	.45-
GRADE 5 CLASSES	5	634	602	70	540	111	24	5.1-	.28-
DATA ENTRY OP I	5	676	602	10	40	95	30	11.0-	.77-
GEN OFC CLERK II	5	650	602	40	200	117	18	7.4-	.41-
KIT BAKERY HLPR II	5	583	602	20	300	89	20	3.2	.21
GRADE 6 CLASSES	6	697	653	150	586	157	13	6.4-	.28-
STENOGFR CLERK II	6	702	653	26	104	130	26	7.0-	.37-
CLERK TYPIST III	6	690	653	26	130	95	19	5.4-	.38-
ACCOUNTG CLERK I	6	691	653	34	136	125	21	5.5-	.30-
SHIPNG RECG CLK II	6	924	653	12	24	321	93	29.4-	.84-
RECEPTIONIST II	6	674	653	41	82	111	17	3.2-	.18-
LAUNDRY WRKR I	6	565	653	11	110	49	15	15.5	1.79
GRADE 7 CLASSES	7	707	709	100	907	202	20	.2	
DATA ENTRY OP III	7	728	709	9	18	83	28	2.7-	.22-
GEN OFC CLERK IV	7	773	709	41	205	257	40	8.3-	.24-
NURSE AIDE I	7	556	709	6	156	50	20	27.5	3.06
CUSTODIAL WRKR III	7	663	709	44	528	145	22	6.9	.31

MINIMUM SALARIES - IN-STATE EMPLOYERS

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 8 CLASSES	8	743	769	72	593	206	24	3.4	.12
TEACHER AIDE II	8	604	769	18	324	101	24	27.3	1.63
COMPUTER OPTR I	8	850	769	5	10	142	64	9.6-	.57-
ACCOUNTG CLERK III	8	792	769	35	175	211	36	3.0-	.10-
GROUNDSKEEPER II	8	763	769	14	84	240	64	.7	.02
GRADE 9 CLASSES	9	823	836	152	736	243	20	1.5	.05
DRAFTER III	9	1,095	836	20	60	346	77	23.7-	.74-
LICNSD PRAC NRS I	9	734	836	9	108	69	23	13.8	1.47
SECRETARY III	9	761	836	54	162	148	20	9.8	.50
DATA ENTRY SUPV II	9	1,087	836	5	5	181	81	23.1-	1.38-
CLERK SUPVR II	9	867	836	18	72	284	67	3.6-	.10-
LIBRARY ASSIST I	9	718	836	4	12	66	33	16.4	1.78
COOK III	9	667	836	15	45	106	27	25.3	1.59
NURSE AIDE III	9	678	836	2	124	12	8	23.3	13.16
CUSTODIAL SUPVR I	9	820	836	17	68	239	58	1.9	.06
WAREHOUSE WRKR II	9	793	836	8	80	182	64	5.4	.23
GRADE 10 CLASSES	10	861	909	95	241	194	20	5.5	.24
ACCOUNTING TECH II	10	859	909	26	52	180	35	5.8	.27
ADM SECRETARY I	10	872	909	47	94	201	29	4.2	.18
COMPUTER OPR III	10	943	909	7	14	183	69	3.7-	.18-

MINIMUM SALARIES - IN-STATE EMPLOYERS

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
BAKER III	10	580	909	3	9	44	25	56.7	7.47
MAINTNCE WRKR III	10	843	909	12	72	184	53	7.8	.35
GRADE 11 CLASSES	11	1,088	990	41	351	320	50	9.1-	.30-
COMPUTER PROG I	11	1,300	990	1	3	200		23.9-	1.55-
LICND PRAC NRS III	11	832	990	6	36	160	65	18.9	.98
ACCOUNTANT I	11	1,014	990	14	42	213	57	2.4-	.11-
EQUIPMT MECHNC III	11	1,245	990	10	120	411	130	20.5-	.62-
EQUIPMT OPTR IV	11	1,168	990	10	150	338	107	15.3-	.52-
GRADE 12 CLASSES	12	1,166	1,078	26	242	248	49	7.6-	.35-
PROF NURSE I	12	1,037	1,078	10	200	108	34	3.9	.37
ACCOUNTANT II	12	1,200	1,078	13	39	267	74	10.2-	.45-
COMPUTER OP SUP II	12	1,448	1,078	3	3	280	161	25.6-	1.32-
GRADE 13 CLASSES	13	1,236	1,175	18	77	292	69	5.0-	.20-
COMPUTER PROG II	13	1,174	1,175	3	15	197	114		
MAINTNCE PLUMBER	13	974	1,175	4	40	55	27	20.6	3.65
MAINTNCE SUPVR	13	1,349	1,175	11	22	305	92	12.9-	.57-
GRADE 14 CLASSES	14	1,387	1,287	25	56	343	69	7.3-	.29-
PROG ANALYST II	14	1,533	1,287	6	12	311	127	16.1-	.79-

MINIMUM SALARIES - IN-STATE EMPLOYERS

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
PROF NURSE III	14	1,177	1,287	5	30	210	94	9.3	.52
ACCOUNTANT SUPVR I	14	1,398	1,287	14	14	373	100	8.0-	.29-
GRADE 15 CLASSES	15	1,757	1,404	14	28	417	111	20.1-	.84-
ACCOUNTANT SUPV II	15	1,757	1,404	14	28	417	111	20.1-	.84-
GRADE 17 CLASSES	17	1,364	1,673	7	7	450	170	22.6	.68
NURSING SERVS DIR	17	1,364	1,673	7	7	450	170	22.6	.68
GRADE 99 CLASSES	99	1,140	1,072	27	1,620	35	7	6.0-	1.94-
TEACHERS	99	1,140	1,072	27	1,620	35	7	6.0-	1.94-

MINIMUM SALARIES - IN-STATE EMPLOYERS

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
COMPUTER PROG I	11	*	*
COMPUTER PROG II	13		
PROG ANALYST II	14	.79-	16.1-
COMPUTER SCIENCE PROFESSIONAL - AVERAGES -		.40-	8.0-
PROF NURSE I	12	.37	3.9
PROF NURSE III	14	.52	9.3
NURSING SERVS DIR	17	.68	22.6
NURSING PROFESSIONAL - AVERAGES -		.52	11.9
TEACHERS	99	1.94-	6.0-
EDUCATION PROFESSIONAL - AVERAGES -		1.94-	6.0-
ACCOUNTANT I	11	.11-	2.4-
ACCOUNTANT II	12	.45-	10.2-
ACCOUNTANT SUPVR I	14	.29-	8.0-
ACCOUNTANT SUPV II	15	.84-	20.1-
ACCOUNTING PROFESSIONAL - AVERAGES -		.42-	10.1-
DRAFTER III	9	.74-	23.7-
ENGINEERING AND ARCHITECTURE TECHNICAL - AVERAGES -		.74-	23.7-

MINIMUM SALARIES - IN-STATE EMPLOYERS

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
COMPUTER OPTR I	8	.57-	9.6-
COMPUTER OPR III	10	.18-	3.7-
COMPUTER OP SUP II	12	*	*
COMPUTER SCIENCE TECHNICAL - AVERAGES -		.38-	6.6-
NURSE AIDE I	7	3.06	27.5
LICNSD PRAC NRS I	9	1.47	13.8
NURSE AIDE III	9	**	23.3
LICND PRAC NRS III	11	.98	18.9
HEALTH TECHNICAL - AVERAGES -		1.84	20.8
TEACHER AIDE II	8	1.63	27.3
EDUCATION TECHNICAL - AVERAGES -		1.63	27.3
LIBRARY ASSIST I	9	1.78	16.4
LIBRARY AND ARCHIVAL SCIENCES TECHNICAL - AVERAGES -		1.78	16.4
ACCOUNTING TECH II	10	.27	5.8
ACCOUNTING TECHNICAL - AVERAGES -		.27	5.8
CLERK TYPIST I	4	.45-	15.6-
DATA ENTRY OP I	5	.77-	11.0-

MINIMUM SALARIES - IN-STATE EMPLOYERS

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
GEN OFC CLERK II	5	.41-	7.4-
STENOGFR CLERK II	6	.37-	7.0-
CLERK TYPIST III	6	.38-	5.4-
RECEPTIONIST II	6	.18-	3.2-
DATA ENTRY OP III	7	.22-	2.7-
GEN OFC CLERK IV	7	.24-	8.3-
SECRETARY III	9	.50	9.8
DATA ENTRY SUPV II	9	1.38-	23.1-
CLERK SUPVR II	9	.10-	3.6-
ADM SECRETARY I	10	.18	4.2
GENERAL CLERICAL - AVERAGES -		.31-	6.1-
ACCOUNTG CLERK I	6	.30-	5.5-
ACCOUNTG CLERK III	8	.10-	3.0-
ACCOUNTING CLERICAL - AVERAGES -		.20-	4.2-
SHIPNG RECG CLK II	6	.84-	29.4-
SHIPPING AND RECEIVING CLERICAL - AVERAGES -		.84-	29.4-
MAINTNCE WRKR III	10	.35	7.8
MAINTNCE PLUMBER	13	**	20.6
MAINTNCE SUPVR	13	.57-	12.9-

MINIMUM SALARIES - IN-STATE EMPLOYERS

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
STRUCTURAL CRAFTS - AVERAGES -		.11-	5.1
EQUIPMT MECHNC III	11	.62-	20.5-
EQUIPMT OPTR IV	11	.52-	15.3-
MACHINE OPERATORS AND MECHANICS CRAFTS - AVERAGES -		.57-	17.9-
BAKER III	10	**	**
PERSONAL SERVICES CRAFTS - AVERAGES -		**	**
KIT BAKERY HLPR II	5	.21	3.2
LAUNDRY WRKR I	6	1.79	15.5
COOK III	9	1.59	25.3
PERSONAL AND DOMESTIC MISCELLANEOUS - AVERAGES -		1.19	14.6
CUSTODIAL WRKR III	7	.31	6.9
GROUNDSKEEPER II	8	.02	.7
CUSTODIAL SUPVR I	9	.06	1.9
CUSTODIANS MISCELLANEOUS - AVERAGES -		.13	3.1
WAREHOUSE WRKR II	9	.23	5.4
UNSKILLED/SEMI-SKILLED MISCELLANEOUS - AVERAGES -		.23	5.4

* SAMPLE SIZE IS TOO SMALL AND RESULTS COULD AFFECT AN ERRONEOUS REMEDY.

** SAMPLE SIZE IS TOO SMALL AND RESULTS DISPROPORTIONALLY AFFECT AVERAGES.

MINIMUM SALARIES - IN-STATE EMPLOYERS

GROUPED BY BROAD SKILL LEVEL

BROAD SKILL LEVEL	AVERAGE Z-SCORE	AVERAGE PERCENT ABOVE OR BELOW MEAN
ALL LEVELS	.06	0.9-
PROFESSIONAL	.28-	2.7-
TECHNICAL	.86	9.6
CLERICAL	.33-	7.4-
CRAFTS	.34-	4.1-
MISCELLANEOUS	.60	8.4

MAXIMUM SALARIES - IN-STATE EMPLOYERS

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 4 CLASSES	4	863	741	35	175	266	45	14.2-	.45-
CLERK TYPIST I	4	863	741	35	175	266	45	14.2-	.45-
GRADE 5 CLASSES	5	832	802	70	540	203	24	3.7-	.14-
DATA ENTRY OP I	5	910	802	10	40	183	58	11.9-	.59-
GEN OFC CLERK II	5	852	802	40	200	226	36	5.9-	.22-
KIT BAKERY HLPR II	5	754	802	20	300	137	31	6.3	.35
GRADE 6 CLASSES	6	928	868	150	586	265	22	6.5-	.22-
STENOGFR CLERK II	6	959	868	26	104	213	42	9.5-	.42-
CLERK TYPIST III	6	931	868	26	130	155	30	6.8-	.40-
ACCOUNTG CLERK I	6	915	868	34	136	200	34	5.2-	.23-
SHIPNG RECG CLK II	6	1,262	868	12	24	558	161	31.3-	.70-
RECEPTIONIST II	6	895	868	41	82	203	32	3.1-	.13-
LAUNDRY WRKR I	6	646	868	11	110	82	25	34.3	2.70
GRADE 7 CLASSES	7	911	940	100	907	278	28	3.1	.10
DATA ENTRY OP III	7	944	940	9	18	191	64	.5-	.02-
GEN OFC CLERK IV	7	1,010	940	41	205	339	53	7.0-	.20-
NURSE AIDE I	7	658	940	6	156	73	30	42.8	3.86
CUSTODIAL WRKR III	7	846	940	44	528	203	31	11.1	.46

MAXIMUM SALARIES - IN-STATE EMPLOYERS

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 8 CLASSES	8	966	1,019	72	593	305	36	5.4	.17
TEACHER AIDE II	8	781	1,019	18	324	131	31	30.4	1.81
COMPUTER OPTR I	8	1,129	1,019	5	10	331	148	9.8-	.33-
ACCOUNTG CLERK III	8	1,066	1,019	35	175	343	58	4.5-	.13-
GROUNDSKEEPER II	8	898	1,019	14	84	233	62	13.4	.51
GRADE 9 CLASSES	9	1,116	1,107	152	736	413	34	.9-	.02-
DRAFTER III	9	1,555	1,107	20	60	543	121	28.9-	.82-
LICNSD PRAC NRS I	9	875	1,107	9	108	102	34	26.5	2.27
SECRETARY III	9	1,047	1,107	54	162	280	38	5.7	.21
DATA ENTRY SUPV II	9	1,505	1,107	5	5	510	228	26.5-	.78-
CLERK SUPVR II	9	1,254	1,107	18	72	435	102	11.8-	.33-
LIBRARY ASSIST I	9	881	1,107	4	12	117	58	25.6	1.93
COOK III	9	838	1,107	15	45	141	36	32.1	1.90
NURSE AIDE III	9	808	1,107	2	124	3	2	37.0	99.66
CUSTODIAL SUPVR I	9	1,052	1,107	17	68	454	110	5.2	.12
WAREHOUSE WRKR II	9	1,045	1,107	8	80	308	109	5.9	.20
GRADE 10 CLASSES	10	1,151	1,203	95	241	295	30	4.5	.17
ACCOUNTING TECH II	10	1,142	1,203	26	52	273	54	5.3	.22
ADM SECRETARY I	10	1,174	1,203	47	94	306	45	2.4	.09
COMPUTER OPR III	10	1,348	1,203	7	14	337	127	10.8-	.43-

MAXIMUM SALARIES - IN-STATE EMPLOYERS

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
BAKER III	10	790	1,203	3	9	77	44	52.2	5.36
MAINTNCE WRKR III	10	1,058	1,203	12	72	216	62	13.7	.67
GRADE 11 CLASSES	11	1,393	1,307	41	351	387	60	6.2-	.22-
COMPUTER PROG I	11	1,860	1,307	1	3	200		29.8-	2.76-
LICND PRAC NRS III	11	1,083	1,307	6	36	254	104	20.6	.88
ACCOUNTANT I	11	1,418	1,307	14	42	386	103	7.9-	.28-
EQUIPMT MECHNC III	11	1,571	1,307	10	120	436	138	16.9-	.60-
EQUIPMT OPTR IV	11	1,320	1,307	10	150	307	97	1.0-	.04-
GRADE 12 CLASSES	12	1,563	1,423	26	242	478	94	9.0-	.29-
PROF NURSE I	12	1,210	1,423	10	200	165	52	17.6	1.29
ACCOUNTANT II	12	1,742	1,423	13	39	462	128	18.4-	.69-
COMPUTER OP SUP II	12	1,963	1,423	3	3	615	355	27.6-	.87-
GRADE 13 CLASSES	13	1,659	1,549	18	77	550	130	6.7-	.20-
COMPUTER PROG II	13	1,520	1,549	3	15	416	240	1.9	.06
MAINTNCE PLUMBER	13	1,336	1,549	4	40	239	119	15.9	.89
MAINTNCE SUPVR	13	1,815	1,549	11	22	623	188	14.7-	.42-
GRADE 14 CLASSES	14	1,879	1,696	25	56	602	120	9.8-	.30-
PROG ANALYST II	14	2,139	1,696	6	12	689	281	20.8-	.64-

MAXIMUM SALARIES - IN-STATE EMPLOYERS

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
PROF NURSE III	14	1,384	1,696	5	30	253	113	22.5	1.23
ACCOUNTANT SUPVR I	14	1,944	1,696	14	14	580	155	12.8-	.42-
GRADE 15 CLASSES	15	2,503	1,848	14	28	583	156	26.2-	1.12-
ACCOUNTANT SUPV II	15	2,503	1,848	14	28	583	156	26.2-	1.12-
GRADE 17 CLASSES	17	1,645	2,199	7	7	508	192	33.6	1.09
NURSING SERVS DIR	17	1,645	2,199	7	7	508	192	33.6	1.09

MAXIMUM SALARIES - IN-STATE EMPLOYERS

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
COMPUTER PROG I	11	*	*
COMPUTER PROG II	13	.06	1.9
PROG ANALYST II	14	.64-	20.8-
COMPUTER SCIENCE PROFESSIONAL - AVERAGES -		.29-	9.4-
PROF NURSE I	12	1.29	17.6
PROF NURSE III	14	1.23	22.5
NURSING SERVS DIR	17	1.09	33.6
NURSING PROFESSIONAL - AVERAGES -		1.20	24.5
ACCOUNTANT I	11	.28-	7.9-
ACCOUNTANT II	12	.69-	18.4-
ACCOUNTANT SUPVR I	14	.42-	12.8-
ACCOUNTANT SUPV II	15	1.12-	26.2-
ACCOUNTING PROFESSIONAL - AVERAGES -		.62-	16.3-
DRAFTER III	9	.82-	28.9-
ENGINEERING AND ARCHITECTURE TECHNICAL - AVERAGES -		.82-	28.9-
COMPUTER OPTR I	8	.33-	9.8-
COMPUTER OPR III	10	.43-	10.8-
COMPUTER OP SUP II	12	*	*

MAXIMUM SALARIES - IN-STATE EMPLOYERS

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
COMPUTER SCIENCE TECHNICAL - AVERAGES -		.38-	10.3-
NURSE AIDE I	7	3.86	42.8
LICNSD PRAC NRS I	9	2.27	26.5
NURSE AIDE III	9	**	37.0
LICND PRAC NRS III	11	.88	20.6
HEALTH TECHNICAL - AVERAGES -		2.34	31.7
TEACHER AIDE II	8	1.81	30.4
EDUCATION TECHNICAL - AVERAGES -		1.81	30.4
LIBRARY ASSIST I	9	1.93	25.6
LIBRARY AND ARCHIVAL SCIENCES TECHNICAL - AVERAGES -		1.93	25.6
ACCOUNTING TECH II	10	.22	5.3
ACCOUNTING TECHNICAL - AVERAGES -		.22	5.3
CLERK TYPIST I	4	.45-	14.2-
DATA ENTRY OP I	5	.59-	11.9-
GEN OFC CLERK II	5	.22-	5.9-
STENOGFR CLERK II	6	.42-	9.5-
CLERK TYPIST III	6	.40-	6.8-

MAXIMUM SALARIES - IN-STATE EMPLOYERS

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
RECEPTIONIST II	6	.13-	3.1-
DATA ENTRY OP III	7	.02-	.5-
GEN OFC CLERK IV	7	.20-	7.0-
SECRETARY III	9	.21	5.7
DATA ENTRY SUPV II	9	.78-	26.5-
CLERK SUPVR II	9	.33-	11.8-
ADM SECRETARY I	10	.09	2.4
GENERAL CLERICAL - AVERAGES -		.27-	7.4-
ACCOUNTG CLERK I	6	.23-	5.2-
ACCOUNTG CLERK III	8	.13-	4.5-
ACCOUNTING CLERICAL - AVERAGES -		.18-	4.8-
SHIPNG RECG CLK II	6	.70-	31.3-
SHIPPING AND RECEIVING CLERICAL - AVERAGES -		.70-	31.3-
MAINTNCE WRKR III	10	.67	13.7
MAINTNCE PLUMBER	13	.89	15.9
MAINTNCE SUPVR	13	.42-	14.7-
STRUCTURAL CRAFTS - AVERAGES -		.38	4.9
EQUIPMT MECHNC III	11	.60-	16.9-

MAXIMUM SALARIES - IN-STATE EMPLOYERS

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
EQUIPMT OPTR IV	11	.04-	1.0-
MACHINE OPERATORS AND MECHANICS CRAFTS - AVERAGES -		.32-	8.9-
BAKER III	10	**	**
PERSONAL SERVICES CRAFTS - AVERAGES -		**	**
KIT BAKERY HLPR II	5	.35	6.3
LAUNDRY WRKR I	6	2.70	34.3
COOK III	9	1.90	32.1
PERSONAL AND DOMESTIC MISCELLANEOUS - AVERAGES -		1.65	24.2
CUSTODIAL WRKR III	7	.46	11.1
GROUNDSKEEPER II	8	.51	13.4
CUSTODIAL SUPVR I	9	.12	5.2
CUSTODIANS MISCELLANEOUS - AVERAGES -		.36	9.9
WAREHOUSE WRKR II	9	.20	5.9
UNSKILLED/SEMI-SKILLED MISCELLANEOUS - AVERAGES -		.20	5.9

* SAMPLE SIZE IS TOO SMALL AND RESULTS COULD AFFECT AN ERRONEOUS REMEDY.

** SAMPLE SIZE IS TOO SMALL AND RESULTS DISPROPORTIONALLY AFFECT AVERAGES.

MAXIMUM SALARIES - IN-STATE EMPLOYERS

GROUPED BY BROAD SKILL LEVEL

BROAD SKILL LEVEL	AVERAGE Z-SCORE	AVERAGE PERCENT ABOVE OR BELOW MEAN
ALL LEVELS	.27	2.2
PROFESSIONAL	.06	1.2-
TECHNICAL	1.28	18.6
CLERICAL	.28-	8.6-
CRAFTS	.10	.6-
MISCELLANEOUS	.89	15.4

AVERAGE SALARIES - IN-STATE EMPLOYERS

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 4 CLASSES	4	695	612	45	225	195	29	12.0-	.42-
CLERK TYPIST I	4	695	612	45	225	195	29	12.0-	.42-
GRADE 5 CLASSES	5	686	663	87	726	118	13	3.4-	.19-
DATA ENTRY OP I	5	755	663	9	36	133	44	12.2-	.69-
GEN OFC CLERK II	5	710	663	48	240	123	18	6.7-	.38-
KIT BAKERY HLPR II	5	627	663	30	450	77	14	5.7	.46
GRADE 6 CLASSES	6	754	718	182	677	184	14	4.8-	.19-
STENOGFR CLERK II	6	755	718	36	144	128	21	5.0-	.28-
CLERK TYPIST III	6	770	718	29	145	130	24	6.8-	.40-
ACCOUNTG CLERK I	6	712	718	37	148	132	22	.8	.04
SHIPNG RECG CLK II	6	1,063	718	15	30	367	95	32.5-	.94-
RECEPTIONIST II	6	718	718	55	110	116	16		
LAUNDRY WRKR I	6	598	718	10	100	65	21	20.0	1.84
GRADE 7 CLASSES	7	825	779	129	1,225	262	23	5.6-	.17-
DATA ENTRY OP III	7	769	779	7	14	85	32	1.3	.11
GEN OFC CLERK IV	7	925	779	51	255	308	43	15.8-	.47-
NURSE AIDE I	7	600	779	6	156	62	25	29.8	2.88
CUSTODIAL WRKR III	7	774	779	65	800	215	27	.6	.02

AVERAGE SALARIES - IN-STATE EMPLOYERS

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 8 CLASSES	8	829	845	83	643	228	25	1.9	.07
TEACHER AIDE II	8	671	845	18	324	127	30	25.9	1.37
COMPUTER OPTR I	8	857	845	9	18	176	59	1.5-	.06-
ACCOUNTG CLERK III	8	872	845	35	175	212	36	3.1-	.12-
GROUNDSKEEPER II	8	882	845	21	126	286	62	4.2-	.12-
GRADE 9 CLASSES	9	957	918	222	1,123	277	19	4.1-	.14-
DRAFTER III	9	1,247	918	20	60	283	63	26.4-	1.16-
LICNSD PRAC NRS I	9	800	918	10	120	78	25	14.7	1.51
SECRETARY III	9	882	918	73	219	201	24	4.0	.17
DATA ENTRY SUPV II	9	1,237	918	4	4	46	23	25.8-	6.93-
CLERK SUPVR II	9	1,019	918	27	108	316	61	10.0-	.31-
LIBRARY ASSIST I	9	763	918	4	12	144	72	20.3	1.07
COOK III	9	721	918	24	72	105	21	27.3	1.87
NURSE AIDE III	9	729	918	3	186	88	51	25.9	2.14
CUSTODIAL SUPVR I	9	968	918	38	152	224	36	5.2-	.22-
WAREHOUSE WRKR II	9	1,233	918	19	190	317	73	25.6-	.99-
GRADE 10 CLASSES	10	1,003	1,019	135	373	248	21	1.5	.06
ACCOUNTING TECH II	10	1,002	1,019	32	64	230	41	1.6	.07
ADM SECRETARY I	10	999	1,019	65	130	247	31	2.0	.08
COMPUTER OPR III	10	1,077	1,019	7	14	241	91	5.4-	.24-

AVERAGE SALARIES - IN-STATE EMPLOYERS

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
BAKER III	10	820	1,019	7	21	278	105	24.2	.71
MAINTNCE WRKR III	10	1,045	1,019	24	144	264	54	2.5-	.09-
GRADE 11 CLASSES	11	1,237	1,108	107	723	299	35	10.5-	.43-
COMPUTER PROG I	11	1,158	1,108	4	12	247	123	4.4-	.20-
LICND PRAC NRS III	11	897	1,108	6	36	136	56	23.5	1.55
ACCOUNTANT I	11	1,096	1,108	16	48	245	61	1.0	.04
EQUIPMT MECHNC III	11	1,360	1,108	26	312	297	58	18.6-	.84-
EQUIPMT OPTR IV	11	1,311	1,108	21	315	276	60	15.5-	.73-
GRADE 12 CLASSES	12	1,295	1,207	34	313	324	56	6.8-	.27-
PROF NURSE I	12	1,084	1,207	13	260	119	33	11.3	1.03
ACCOUNTANT II	12	1,395	1,207	16	48	365	91	13.5-	.51-
COMPUTER OP SUP II	12	1,528	1,207	5	5	278	123	21.1-	1.15-
GRADE 13 CLASSES	13	1,531	1,315	41	219	428	67	14.2-	.50-
COMPUTER PROG II	13	1,363	1,315	3	15	429	247	3.6-	.11-
MAINTNCE PLUMBER	13	1,765	1,315	16	160	480	120	25.5-	.93-
MAINTNCE SUPVR	13	1,384	1,315	22	44	313	67	5.0-	.22-
GRADE 14 CLASSES	14	1,544	1,440	33	67	370	64	6.8-	.28-
PROG ANALYST II	14	1,694	1,440	9	18	422	141	15.0-	.60-

AVERAGE SALARIES - IN-STATE EMPLOYERS

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
PROF NURSE III	14	1,257	1,440	5	30	348	156	14.5	.52
ACCOUNTANT SUPVR I	14	1,554	1,440	17	17	325	79	7.4-	.35-
PLANNER IV	14	1,498	1,440	2	2	400	282	3.9-	.14-
GRADE 15 CLASSES	15	2,029	1,570	14	28	464	124	22.7-	.98-
ACCOUNTANT SUPV II	15	2,029	1,570	14	28	464	124	22.7-	.98-
GRADE 17 CLASSES	17	1,443	1,908	7	7	209	79	32.2	2.22
NURSING SERVS DIR	17	1,443	1,908	7	7	209	79	32.2	2.22

AVERAGE SALARIES - IN-STATE EMPLOYERS

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
COMPUTER PROG I	11	.20-	4.4-
COMPUTER PROG II	13	.11-	3.6-
PROG ANALYST II	14	.60-	15.0-
COMPUTER SCIENCE PROFESSIONAL - AVERAGES -		.30-	7.6-
PROF NURSE I	12	1.03	11.3
PROF NURSE III	14	.52	14.5
NURSING SERVS DIR	17	2.22	32.2
NURSING PROFESSIONAL - AVERAGES -		1.25	19.3
ACCOUNTANT I	11	.04	1.0
ACCOUNTANT II	12	.51-	13.5-
ACCOUNTANT SUPVR I	14	.35-	7.4-
ACCOUNTANT SUPV II	15	.98-	22.7-
ACCOUNTING PROFESSIONAL - AVERAGES -		.45-	10.6-
PLANNER IV	14	*	*
PLANNING PROFESSIONAL - AVERAGES -		*	*
DRAFTER III	9	1.16-	26.4-
ENGINEERING AND ARCHITECTURE TECHNICAL - AVERAGES -		1.16-	26.4-

AVERAGE SALARIES - IN-STATE EMPLOYERS

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
COMPUTER OPTR I	8	.06-	1.5-
COMPUTER OPR III	10	.24-	5.4-
COMPUTER OP SUP II	12	1.15-	21.1-
COMPUTER SCIENCE TECHNICAL - AVERAGES -		.48-	9.3-
NURSE AIDE I	7	2.88	29.8
LICNSD PRAC NRS I	9	1.51	14.7
NURSE AIDE III	9	2.14	25.9
LICND PRAC NRS III	11	1.55	23.5
HEALTH TECHNICAL - AVERAGES -		2.02	23.4
TEACHER AIDE II	8	1.37	25.9
EDUCATION TECHNICAL - AVERAGES -		1.37	25.9
LIBRARY ASSIST I	9	1.07	20.3
LIBRARY AND ARCHIVAL SCIENCES TECHNICAL - AVERAGES -		1.07	20.3
ACCOUNTING TECH II	10	.07	1.6
ACCOUNTING TECHNICAL - AVERAGES -		.07	1.6
CLERK TYPIST I	4	.42-	12.0-
DATA ENTRY OP I	5	.69-	12.2-

AVERAGE SALARIES - IN-STATE EMPLOYERS

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
GEN OFC CLERK II	5	.38-	6.7-
STENOGFR CLERK II	6	.28-	5.0-
CLERK TYPIST III	6	.40-	6.8-
RECEPTIONIST II	6		
DATA ENTRY OP III	7	.11	1.3
GEN OFC CLERK IV	7	.47-	15.8-
SECRETARY III	9	.17	4.0
DATA ENTRY SUPV II	9	*	*
CLERK SUPVR II	9	.31-	10.0-
ADM SECRETARY I	10	.08	2.0
GENERAL CLERICAL - AVERAGES -		.29-	5.7-
ACCOUNTG CLERK I	6	.04	.8
ACCOUNTG CLERK III	8	.12-	3.1-
ACCOUNTING CLERICAL - AVERAGES -		.04-	1.1-
SHIPNG RECG CLK II	6	.94-	32.5-
SHIPPING AND RECEIVING CLERICAL - AVERAGES -		.94-	32.5-
MAINTNCE WRKR III	10	.09-	2.5-
MAINTNCE PLUMBER	13	.93-	25.5-
MAINTNCE SUPVR	13	.22-	5.0-

AVERAGE SALARIES - IN-STATE EMPLOYERS

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
STRUCTURAL CRAFTS - AVERAGES -		.41-	11.0-
EQUIPMT MECHNC III	11	.84-	18.6-
EQUIPMT OPTR IV	11	.73-	15.5-
MACHINE OPERATORS AND MECHANICS CRAFTS - AVERAGES -		.78-	17.0-
BAKER III	10	.71	24.2
PERSONAL SERVICES CRAFTS - AVERAGES -		.71	24.2
KIT BAKERY HLPR II	5	.46	5.7
LAUNDRY WRKR I	6	1.84	20.0
COOK III	9	1.87	27.3
PERSONAL AND DOMESTIC MISCELLANEOUS - AVERAGES -		1.39	17.6
CUSTODIAL WRKR III	7	.02	.6
GROUNDSKEEPER II	8	.12-	4.2-
CUSTODIAL SUPVR I	9	.22-	5.2-
CUSTODIANS MISCELLANEOUS - AVERAGES -		.10-	2.9-
WAREHOUSE WRKR II	9	.99-	25.6-
UNSKILLED/SEMI-SKILLED MISCELLANEOUS - AVERAGES -		.99-	25.6-

* SAMPLE SIZE IS TOO SMALL AND RESULTS COULD AFFECT AN ERRONEOUS REMEDY.

AVERAGE SALARIES - IN-STATE EMPLOYERS

GROUPED BY BROAD SKILL LEVEL

BROAD SKILL LEVEL	AVERAGE Z-SCORE	AVERAGE PERCENT ABOVE OR BELOW MEAN
ALL LEVELS	.13	.8-
PROFESSIONAL	.11	.8-
TECHNICAL	.72	7.9
CLERICAL	.25-	6.9-
CRAFTS	.35-	7.1-
MISCELLANEOUS	.40	2.6

TOTAL COMPENSATION - IN-STATE EMPLOYERS

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 4 CLASSES	4	1,016	832	33	165	414	72	18.2-	.44-
CLERK TYPIST I	4	1,016	832	33	165	414	72	18.2-	.44-
GRADE 5 CLASSES	5	924	897	54	384	223	30	3.0-	.12-
DATA ENTRY OP I	5	1,045	897	6	24	189	77	14.2-	.78-
GEN OFC CLERK II	5	957	897	36	180	230	38	6.3-	.26-
KIT BAKERY HLPR II	5	764	897	12	180	126	36	17.4	1.05
GRADE 6 CLASSES	6	1,022	966	133	514	304	26	5.5-	.18-
STENOGFR CLERK II	6	1,017	966	25	100	229	46	5.1-	.22-
CLERK TYPIST III	6	1,032	966	24	120	218	44	6.4-	.30-
ACCOUNTG CLERK I	6	995	966	27	108	236	46	3.0-	.12-
SHIPNG RECG CLK II	6	1,547	966	11	22	556	168	37.6-	1.04-
RECEPTIONIST II	6	959	966	37	74	180	30	.7	.03
LAUNORY WRKR I	6	712	966	9	90	110	37	35.6	2.30
GRADE 7 CLASSES	7	1,087	1,043	93	866	412	43	4.1-	.10-
DATA ENTRY OP III	7	992	1,043	4	8	137	69	5.1	.37
GEN OFC CLERK IV	7	1,245	1,043	42	210	465	72	16.3-	.43-
NURSE AIDE I	7	723	1,043	6	156	84	34	44.2	3.80
CUSTODIAL WRKR III	7	988	1,043	41	492	332	52	5.5	.16

TOTAL COMPENSATION - IN-STATE EMPLOYERS

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 8 CLASSES	8	1,164	1,126	28	296	374	53	3.3-	.10-
TEACHER AIDE II	8	1,003	1,126	4	72	149	75	12.2	.82
COMPUTER OPTR I	8	1,167	1,126	5	10	232	104	3.6-	.17-
ACCOUNTG CLERK III	8	1,179	1,126	5	130	410	80	4.5-	.12-
GROUNDSKEEPER II	8	1,183	1,126	14	84	404	108	4.9-	.14-
GRADE 9 CLASSES	9	1,305	1,218	152	775	451	37	6.7-	.19-
DRAFTER III	9	1,733	1,218	19	57	552	127	29.8-	.93-
LICNSD PRAC NRS I	9	956	1,218	7	84	105	40	27.4	2.49
SECRETARY III	9	1,200	1,218	52	156	301	42	1.5	.05
DATA ENTRY SUPV II	9	1,486	1,218	4	4	229	115	18.1-	1.17-
CLERK SUPVR II	9	1,372	1,218	19	76	478	110	11.3-	.32-
LIBRARY ASSIST I	9	1,011	1,218	5	15	174	78	20.4	1.18
COOK III	9	894	1,218	7	21	159	60	36.2	2.03
NURSE AIDE III	9	888	1,218	2	124	117	82	37.1	2.82
CUSTODIAL SUPVR I	9	1,197	1,218	22	88	441	94	1.7	.04
WAREHOUSE WRKR II	9	1,659	1,218	15	150	442	114	26.6-	.99-
GRADE 10 CLASSES	10	1,336	1,346	96	250	343	35	.7	.02
ACCOUNTING TECH II	10	1,305	1,346	26	52	277	54	3.1	.14
ADM SECRETARY I	10	1,343	1,346	49	98	341	49	.2	
COMPUTER OPR III	10	1,337	1,346	5	10	356	159	.6	.02

TOTAL COMPENSATION - IN-STATE EMPLOYERS

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
BAKER III	10	1,358	1,346	2	6	599	424	.9-	.02-
MAINTNCE WRKR III	10	1,363	1,346	14	84	460	123	1.3-	.03-
GRADE 11 CLASSES	11	1,655	1,458	68	731	466	57	12.0-	.42-
COMPUTER PROG I	11	1,519	1,458	3	3	200		4.1-	.30-
LICND PRAC NRS III	11	1,082	1,458	5	30	248	111	34.7	1.51
ACCOUNTANT I	11	1,393	1,458	15	45	333	86	4.6	.19
EQUIPMT MECHNC III	11	1,860	1,458	24	288	455	93	21.7-	.88-
EQUIPMT OPTR IV	11	1,749	1,458	21	365	429	94	16.7-	.67-
GRADE 12 CLASSES	12	1,610	1,583	24	183	394	80	1.7-	.06-
PROF NURSE I	12	1,321	1,583	7	140	163	62	19.8	1.60
ACCOUNTANT II	12	1,665	1,583	13	39	405	112	5.0-	.20-
COMPUTER OP SUP II	12	1,937	1,583	4	4	359	180	18.3-	.98-
GRADE 13 CLASSES	13	2,020	1,719	27	156	580	112	15.0-	.51-
COMPUTER PROG II	13	1,468	1,719	2	10	146	103	17.0	1.71
MAINTNCE PLUMBER	13	2,225	1,719	12	120	538	155	22.8-	.94-
MAINTNCE SUPVR	13	1,917	1,719	13	26	599	166	10.4-	.33-
GRADE 14 CLASSES	14	1,958	1,877	25	52	538	108	4.2-	.15-
PROG ANALYST II	14	2,060	1,877	7	14	611	231	8.9-	.29-

TOTAL COMPENSATION - IN-STATE EMPLOYERS

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
PROF NURSE III	14	1,497	1,877	4	24	598	299	25.3	.63
ACCOUNTANT SUPVR I	14	2,052	1,877	12	12	462	133	8.6-	.37-
PLANNER IV	14	1,955	1,877	2	2	512	362	4.0-	.15-
GRADE 15 CLASSES	15	2,433	2,041	11	22	656	198	16.2-	.59-
ACCOUNTANT SUPV II	15	2,433	2,041	11	22	656	198	16.2-	.59-
GRADE 17 CLASSES	17	1,827	2,467	8	8	573	202	35.0	1.11
NURSING SERVS DIR	17	1,827	2,467	8	8	573	202	35.0	1.11

TOTAL COMPENSATION - IN-STATE EMPLOYERS

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
COMPUTER PROG I	11	.30-	4.1-
COMPUTER PROG II	13	*	*
PROG ANALYST II	14	.29-	8.9-
COMPUTER SCIENCE PROFESSIONAL - AVERAGES -		.30-	6.5-
PROF NURSE I	12	1.60	19.8
PROF NURSE III	14	.63	25.3
NURSING SERVS DIR	17	1.11	35.0
NURSING PROFESSIONAL - AVERAGES -		1.11	26.7
ACCOUNTANT I	11	.19	4.6
ACCOUNTANT II	12	.20-	5.0-
ACCOUNTANT SUPVR I	14	.37-	8.6-
ACCOUNTANT SUPV II	15	.59-	16.2-
ACCOUNTING PROFESSIONAL - AVERAGES -		.24-	6.3-
PLANNER IV	14	*	*
PLANNING PROFESSIONAL - AVERAGES -		*	*
DRAFTER III	9	.93-	29.8-
ENGINEERING AND ARCHITECTURE TECHNICAL - AVERAGES -		.93-	29.8-

TOTAL COMPENSATION - IN-STATE EMPLOYERS

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
COMPUTER OPTR I	8	.17-	3.6-
COMPUTER OPR III	10	.02	.6
COMPUTER OP SUP II	12	.98-	18.3-
COMPUTER SCIENCE TECHNICAL - AVERAGES -		.37-	7.1-
NURSE AIDE I	7	3.80	44.2
LICNSD PRAC NRS I	9	2.49	27.4
NURSE AIDE III	9	2.82	37.1
LICND PRAC NRS III	11	1.51	34.7
HEALTH TECHNICAL - AVERAGES -		2.65	35.8
TEACHER AIDE II	8	.82	12.2
EDUCATION TECHNICAL - AVERAGES -		.82	12.2
LIBRARY ASSIST I	9	1.18	20.4
LIBRARY AND ARCHIVAL SCIENCES TECHNICAL - AVERAGES -		1.18	20.4
ACCOUNTING TECH II	10	.14	3.1
ACCOUNTING TECHNICAL - AVERAGES -		.14	3.1
CLERK TYPIST I	4	.44-	18.2-
DATA ENTRY OP I	5	.78-	14.2-

TOTAL COMPENSATION - IN-STATE EMPLOYERS

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
GEN OFC CLERK II	5	.26-	6.3-
STENOGFR CLERK II	6	.22-	5.1-
CLERK TYPIST III	6	.30-	6.4-
RECEPTIONIST II	6	.03	.7
DATA ENTRY OP III	7	.37	5.1
GEN OFC CLERK IV	7	.43-	16.3-
SECRETARY III	9	.05	1.5
DATA ENTRY SUPV II	9	1.17-	18.1-
CLERK SUPVR II	9	.32-	11.3-
ADM SECRETARY I	10		.2
GENERAL CLERICAL - AVERAGES -		.28-	7.3-
ACCOUNTG CLERK I	6	.12-	3.0-
ACCOUNTG CLERK III	8	.12-	4.5-
ACCOUNTING CLERICAL - AVERAGES -		.12-	3.7-
SHIPNG RECG CLK II	6	1.04-	37.6-
SHIPPING AND RECEIVING CLERICAL - AVERAGES -		1.04-	37.6-
MAINTNCE WRKR III	10	.03-	1.3-
MAINTNCE PLUMBER	13	.94-	22.8-
MAINTNCE SUPVR	13	.33-	10.4-

TOTAL COMPENSATION - IN-STATE EMPLOYERS

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
STRUCTURAL CRAFTS - AVERAGES -		.43-	11.5-
EQUIPMT MECHNC III	11	.88-	21.7-
EQUIPMT OPTR IV	11	.67-	16.7-
MACHINE OPERATORS AND MECHANICS CRAFTS - AVERAGES -		.77-	19.2-
BAKER III	10	.02-	.9-
PERSONAL SERVICES CRAFTS - AVERAGES -		.02-	.9-
KIT BAKERY HLPR II	5	1.05	17.4
LAUNDRY WRKR I	6	2.30	35.6
COOK III	9	2.03	36.2
PERSONAL AND DOMESTIC MISCELLANEOUS - AVERAGES -		1.79	29.7
CUSTODIAL WRKR III	7	.16	5.5
GROUNDSKEEPER II	8	.14-	4.9-
CUSTODIAL SUPVR I	9	.04	1.7
CUSTODIANS MISCELLANEOUS - AVERAGES -		.02	.7
WAREHOUSE WRKR II	9	.99-	26.6-
UNSKILLED/SEMI-SKILLED MISCELLANEOUS - AVERAGES -		.99-	26.6-

* SAMPLE SIZE IS TOO SMALL AND RESULTS COULD AFFECT AN ERRONEOUS REMEDY.

TOTAL COMPENSATION - IN-STATE EMPLOYERS

GROUPED BY BROAD SKILL LEVEL

BROAD SKILL LEVEL	AVERAGE Z-SCORE	AVERAGE PERCENT ABOVE OR BELOW MEAN
ALL LEVELS	.19	.7
PROFESSIONAL	.20	4.9
TECHNICAL	.97	11.6
CLERICAL	.31-	8.9-
CRAFTS	.47-	12.3-
MISCELLANEOUS	.63	9.2

MINIMUM SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 5 CLASSES	5	620	602	5	10	60	27	3.0-	.30-
TOUR GUIDE II	5	620	602	5	10	60	27	3.0-	.30-
GRADE 6 CLASSES	6	623	653	9	115	98	24	4.8	.30
LAB AIDE I	6	599	653	9	45	81	27	9.0	.66
MICROFILM CLK I	6	654	653	7	70	115	43	.2-	
GRADE 7 CLASSES	7	687	717	48	1,778	121	23	4.3	.24
WORD PROC OP II	7	732	709	6	204	134	55	3.2-	.17-
HOME ATTENDANT	7	604	709	8	344	72	26	17.3	1.45
HABIL AIDE I	7	670	709	9	1,215	112	37	5.8	.34
FORESTRY WRKR II	7	755	709	5	15	135	61	6.1-	.34-
*SOCL SERVICE AIDE	7	717	750	48				4.6	
GRADE 8 CLASSES	8	756	769	9	689	100	28	1.7	.13
SURVEY AIDE II	8	768	769	8	664	97	34	.1	.01
FARM/RANCH HAND II	8	736	769	5	25	113	51	4.4	.29
GRADE 9 CLASSES	9	882	851	52	829	159	28	3.6-	.19-
DRAFTER III	9	1,012	836	9	82	183	61	17.4-	.96-
STAT TECH I	9	832	836	7	91	95	36	.4	.04
PERSONNEL TECH I	9	776	836	8	80	125	44	7.7	.48

MINIMUM SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
HABIL AIDE III	9	799	836	9	576	95	32	4.6	.38
*CORRECTNL OFCR I	9	993	881	52				11.3-	
*ELIG TECH I	9	864	881	45				1.9	
GRADE 10 CLASSES	10	967	925	42	731	172	32	4.4-	.19-
ENG TECH I	10	937	909	9	576	167	56	3.0-	.16-
LAB TECH II	10	843	909	9	99	131	44	7.8	.50
STORE MGR III	10	1,288	909	2	2	170	120	29.5-	2.22-
FORESTRY TECH I	10	883	909	9	54	113	38	2.9	.23
*ELIG TECH II	10	969	957	42				1.3-	
*ELIG TECH SUPVR	10	1,172	957	42				18.4-	
GRADE 11 CLASSES	11	1,080	1,029	52	426	147	25	4.8-	.34-
COMPUTER PROG I	11	1,050	990	9	99	175	58	5.8-	.34-
CHEMIST I	11	1,030	990	9	36	112	37	3.9-	.35-
ACCOUNTANT I	11	1,019	990	9	207	72	24	2.9-	.40-
RT OF WAY AGT II	11	1,181	990	7	84	184	70	16.2-	1.03-
*EMPLMT INTERVWER	11	984	1,039	51				5.5	
*SOCL WRKR I	11	1,003	1,039	51				3.5	
*STATISTICIAN I	11	1,044	1,039	52				.5-	
*ACCOUNTANT I	11	1,065	1,039	52				2.5-	
*COMPUTER PROG I	11	1,087	1,039	52				4.5-	

MINIMUM SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
*CHEMIST I	11	1,062	1,039	52				2.2-	
*F & G WARDEN I	11	1,090	1,039	49				4.7-	
*FORESTER I	11	1,101	1,039	45				5.7-	
*CLAIMS EXAMNR I	11	1,075	1,039	51				3.4-	
*PAR & PROB OFC I	11	1,110	1,039	52				6.4-	
*VOC REHAB CNSR I	11	1,108	1,039	52				6.3-	
*CORRECTNL SGT	11	1,138	1,039	51				8.7-	
*PLANNER I	11	1,154	1,039	50				10.0-	
*PERSNL ASSISTANT	11	1,058	1,039	52				1.8-	
*ECONOMIST I	11	1,178	1,039	39				11.8-	
GRADE 12 CLASSES	12	1,159	1,106	52	2,366	242	31	4.6-	.21-
LAB SUPVR I	12	1,369	1,078	6	132	385	157	21.3-	.75-
PROF NURSE I	12	1,031	1,078	9	198	131	44	4.5	.35
ACCOUNTANT II	12	1,210	1,078	8	408	134	47	11.0-	.98-
EMPL SPECIALIST	12	1,114	1,078	9	423	129	43	3.3-	.27-
INVESTIGATOR II	12	1,138	1,078	7	126	128	48	5.3-	.46-
SOCIAL WRKR II	12	1,133	1,078	9	990	158	53	4.9-	.34-
COMP OPR SUPV II	12	1,415	1,078	8	64	368	130	23.9-	.91-
GAME AREA MGR	12	1,002	1,078	5	25	89	40	7.5	.85
*SANITARIAN I	12	1,053	1,131	50				7.4	
*PROF NURSE I	12	1,069	1,131	52				5.7	

MINIMUM SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
*PUB HLTH NURSE I	12	1,126	1,131	47				.4	
*EMPLMT CNSLR I	12	1,158	1,131	51				2.4-	
*ENVIRON SPECLST I	12	1,083	1,131	48				4.4	
*LIBRARIAN I	12	1,094	1,131	52				3.3	
*PURCHSG AGT I	12	1,126	1,131	50				.4	
*CIVIL ENGR I	12	1,280	1,131	52				11.7-	
*PERSNL SPECLST I	12	1,307	1,131	41				13.5-	
GRADE 13 CLASSES	13	1,295	1,204	52	2,100	170	21	7.1-	.53-
ARCHITECT	13	1,236	1,175	3	3	166	96	5.0-	.36-
ENG TECH III	13	1,190	1,175	9	621	149	50	1.3-	.10-
COMPUTER PROG II	13	1,171	1,175	9	180	177	59	.3	.02
CHEMIST III	13	1,276	1,175	9	63	139	46	8.0-	.72-
FISH WILD BIO II	13	1,280	1,175	7	175	118	45	8.3-	.88-
RESEARCH SPEC II	13	1,276	1,175	5	115	95	42	8.0-	1.06-
ORIEN THER BLIND I	13	1,297	1,175	4	16	149	74	9.5-	.81-
TRAINING OFCR III	13	1,298	1,175	9	54	165	55	9.5-	.74-
RT OF WAY AGT IV	13	1,486	1,175	7	28	248	94	21.0-	1.25-
COMTY ORG WRKR III	13	1,305	1,175	2	30	86	61	10.0-	1.51-
HWY PATROL OFCR II	13	1,163	1,175	5	815	47	21	1.0	.25
*COMPLNCE OFCR IV	13	1,396	1,230	41				11.9-	
*PHYSICAL THRPST I	13	1,121	1,230	52				9.7	

MINIMUM SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
*SANITARIAN II	13	1,231	1,230	50				.1-	
*CVL DEFNSE OFCR I	13	1,316	1,230	40				6.6-	
*MGMT ANALYST I	13	1,340	1,230	49				8.3-	
*SOCL WRKR III	13	1,191	1,230	49				3.2	
*SOCL WRKR SUPVR I	13	1,326	1,230	50				7.3-	
*COMPLNCE OFCR IV	13	1,189	1,230	37				3.4	
*CHEMIST III	13	1,302	1,230	51				5.6-	
*PAR & PRB OFC III	13	1,411	1,230	51				12.9-	
*PURCHSG AGT II	13	1,546	1,230	49				20.5-	
*PROG/ANALYST I	13	1,466	1,230	52				16.1-	
GRADE 14 CLASSES	14	1,397	1,314	52	2,191	190	17	6.0-	.43-
DESIGNER III	14	1,297	1,287	6	114	213	87	.8-	.04-
PROG ANALYST II	14	1,400	1,287	7	126	147	56	8.1-	.76-
FISH WILD BIO III	14	1,413	1,287	7	63	152	58	9.0-	.82-
RESEARCH SPEC III	14	1,476	1,287	4	44	107	54	12.9-	1.76-
PHARMACIST	14	1,403	1,287	8	40	158	56	8.3-	.73-
PROF NURSE III	14	1,243	1,287	9	297	131	44	3.5	.33
MEDIC TECHNOL II	14	1,125	1,287	8	80	148	52	14.4	1.09
ACCOUNTANT SUPV I	14	1,416	1,287	9	225	170	57	9.2-	.75-
INFORM OFCR II	14	1,249	1,287	9	153	175	58	3.0	.21
TRAINING OFCR SUPV	14	1,528	1,287	8	32	182	64	15.8-	1.32-

MINIMUM SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
PERSONNEL OFCR I	14	1,439	1,287	8	72	140	49	10.6-	1.08-
INSP NURS HOSP II	14	1,285	1,287	4	24	189	94	.1	.01
REVIEW APPRAISER	14	1,288	1,287	8	24	251	89	.1-	
PILOT II	14	1,379	1,287	9	27	130	43	6.7-	.70-
PLANNER IV	14	1,484	1,287	9	144	218	73	13.3-	.90-
HWY PATROL SGT	14	1,327	1,287	7	686	96	36	3.1-	.41-
*PROF NURSE III	14	1,270	1,353	52				6.5	
*EMPLMT MGR I	14	1,320	1,353	51				2.5	
*F & G WARD SUPV I	14	1,354	1,353	48				.1-	
*PHYSCAL THRPST II	14	1,333	1,353	46				1.5	
*FORESTER IV	14	1,429	1,353	45				5.4-	
*STATISTICIAN IV	14	1,392	1,353	50				2.9-	
*ACCOUNTANT SUPV I	14	1,445	1,353	51				6.4-	
*AUDITOR IV	14	1,563	1,353	51				13.5-	
*COMPUTER PROG III	14	1,590	1,353	45				15.0-	
*HEARINGS OFCR II	14	1,612	1,353	52				16.1-	
*CIVIL ENGR III	14	1,681	1,353	52				19.6-	
GRADE 15 CLASSES	15	1,566	1,437	52	1,149	222	23	8.3-	.58-
ENVIRON ENGR III	15	1,566	1,404	9	36	285	95	10.4-	.56-
FORESTRY SUPVR I	15	1,262	1,404	8	56	95	34	11.2	1.49
PSYCHOLOGIST III	15	1,485	1,404	7	70	179	68	5.5-	.45-

MINIMUM SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
PUB HLTH NUR CNS I	15	1,456	1,404	5	25	157	70	3.6-	.33-
EDUC PROG CONS II	15	1,529	1,404	6	186	192	78	8.2-	.65-
LAWYER II	15	1,615	1,404	7	63	164	62	13.1-	1.28-
ACCOUNTANT SUPV II	15	1,681	1,404	9	90	270	90	16.5-	1.02-
PERSONNEL OFCR II	15	1,717	1,404	8	24	232	82	18.3-	1.34-
FIELD PROJECT MGR	15	1,406	1,404	7	203	175	66	.2-	.01-
SOCL WRKR SUPV III	15	1,459	1,404	9	162	184	61	3.8-	.29-
SOFTWARE SPECL II	15	1,505	1,404	9	36	107	36	6.8-	.94-
HWY PTRL LIEUTNT	15	1,542	1,404	6	198	198	81	9.0-	.69-
*LIBRARIAN IV	15	1,364	1,474	51				8.0	
*PHYSCAL THRPY SUP	15	1,484	1,474	38				.7-	
*ENVIRN SPECLST IV	15	1,436	1,474	46				2.6	
*MGMT ANALYST III	15	1,633	1,474	44				9.8-	
*ECONOMIST IV	15	1,706	1,474	33				13.6-	
*PLANNER V	15	1,695	1,474	50				13.1-	
*SANITARIAN IV	15	1,766	1,474	48				16.6-	
*PROG/ANALYST III	15	1,775	1,474	51				17.0-	
*CVL OFNSE OFCR II	15	1,580	1,474	45				6.8-	
*PERSNL SPCLST SUP	15	1,576	1,474	52				6.5-	
*CHF SRPLS PROP BU	15	1,747	1,474	46				15.7-	
GRADE 16 CLASSES	16	1,878	1,573	51	309	271	48	16.3-	1.12-

MINIMUM SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
FISH WILD BIO SUPV	16	1,624	1,533	6	30	191	78	5.7-	.47-
EDUC PROG MGR I	16	1,792	1,533	5	50	220	98	14.5-	1.17-
ADM CENT SER DV II	16	1,515	1,533	5	125	291	130	1.1	.06
DATA PROC MGR II	16	1,853	1,533	9	27	298	99	17.3-	1.07-
HWY PTRL CAPTAIN	16	1,706	1,533	7	77	260	98	10.2-	.66-
*PSYCHOLOGIST IV	16	1,675	1,607	49				4.1-	
*CIVIL ENGR V	16	2,110	1,607	48				23.9-	
*ENVIRON ENGR IV	16	2,236	1,607	46				28.2-	
*F & G WRD SUPV II	16	1,920	1,607	47				16.4-	
*DATA PROC MGR II	16	2,262	1,607	51				29.0-	
GRADE 17 CLASSES	17	2,037	1,722	52	148	327	58	15.5-	.96-
PSYCHOLOGIST V	17	1,844	1,673	7	98	151	57	9.3-	1.13-
NURSING SERVS DIR	17	1,637	1,673	8	16	390	102	2.1	.09
ADM RECLAMATN DIV	17	1,788	1,673	4	8	372	186	6.5-	.30-
DATA PROC MGR III	17	2,117	1,673	8	16	235	83	21.0-	1.88-
SUPERINT INSTIT I	17	1,878	1,673	5	10	460	206	11.0-	.44-
*SUPV BENFTS SECT	17	1,862	1,752	52				6.0-	
*NURSING SERS DIR	17	1,695	1,752	51				3.3	
*CHF NURSING BUR	17	1,922	1,752	47				8.9-	
*CHF REHAB SVS BUR	17	2,679	1,752	52				34.7-	
*CHF FISCAL BUREAU	17	2,004	1,752	51				12.6-	

MINIMUM SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
*CHF PAR & PROB BU	17	2,162	1,752	43				19.0-	
*ADMIN PURCHSG DIV	17	2,310	1,752	51				24.2-	
*CHF SOCL SERVS BU	17	2,555	1,752	50				31.5-	
GRADE 18 CLASSES	18	2,239	1,876	49	146	315	81	16.3-	1.15-
SUPV DIV CONST SEC	18	2,197	1,827	7	70	227	86	16.9-	1.62-
ADM CENT SER OV IV	18	1,857	1,827	4	68	337	168	1.7-	.08-
ADM CMTY SERVS DIV	18	2,236	1,827	4	8	350	175	18.3-	1.16-
*HOSPTL ADMIN I	18	2,123	1,912	33				10.0-	
*STATE LIBRARIAN	18	2,256	1,912	45				15.3-	
*ADMIN LAB DIV	18	2,381	1,912	49				19.7-	
*ADMIN PLANNING DV	18	2,565	1,912	38				25.5-	
GRADE 19 CLASSES	19	2,369	2,042	51	147	359	82	13.9-	.91-
DENTIST	19	2,216	1,997	7	21	283	107	9.9-	.77-
DST VET LVSTK INSP	19	1,748	1,997	6	12	304	124	14.2	.81
LAWYER IV	19	2,270	1,997	6	114	272	111	12.1-	1.00-
*ADMIN FORESTRY DV	19	2,344	2,088	46				11.0-	
*CHF EMPLMT SVS BU	19	2,568	2,088	51				18.7-	
*ADMIN PERSNL DIV	19	3,042	2,088	51				31.4-	
GRADE 20 CLASSES	20	2,360	2,247	44	8	436	154	4.8-	.25-

MINIMUM SALARIES - FISCAL ANALYST STATES

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ADM ENVIRON SCI DV	20	2,145	2,182	8	8	436	154	1.7	.08
*HOSPTL ADMIN II	20	2,370	2,280	27				3.8-	
*ADM ENVIRN SCI DV	20	2,566	2,280	44				11.2-	
GRADE 21 CLASSES	21	2,280	2,421	51	20	433	137	6.1	.32
ADM EMPL SECRTY DV	21	2,331	2,386	6	12	411	168	2.3	.13
SUPERINT INSTIT IV	21	2,204	2,386	4	8	517	258	8.2	.35
*SUPERINT INSTIT	21	2,277	2,491	51				9.3	
GRADE 22 CLASSES	22	2,724	2,610	5	5	435	195	4.2-	.26-
ADM CORRECTNS DIV	22	2,724	2,610	5	5	435	195	4.2-	.26-

* CLASS SURVEYED BY THE U.S. OFFICE OF PERSONNEL MANAGEMENT STATE SALARY SURVEY. ESTIMATED EMPLOYEES, STANDARD DEVIATION, STANDARD ERRORS AND Z-SCORES ARE NOT AVAILABLE FOR THESE CLASSES. STATE OF MONTANA SALARIES WITHIN A GRADE LEVEL DIFFER BECAUSE OF THE DIFFERENT PAY SCALES THAT WERE IN EFFECT AT THE TIME THE TWO SURVEYS WERE CONDUCTED.

MINIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
*CIVIL ENGR I	12		11.7-
ARCHITECT	13	.36-	5.0-
*CIVIL ENGR III	14		19.6-
ENVIRON ENGR III	15	.56-	10.4-
*CIVIL ENGR V	16		23.9-
*ENVIRON ENGR IV	16		28.2-
SUPV DIV CONST SEC	18	1.62-	16.9-
ADM ENVIRON SCI DV	20	.08	1.7
*ADM ENVIRN SCI DV	20		11.2-
ENGINEERING AND ARCHITECTURE PROFESSIONAL - AVERAGES -		.61-	13.9-
COMPUTER PROG I	11	.34-	5.8-
*COMPUTER PROG I	11		4.5-
COMPUTER PROG II	13	.02	.3
*PROG/ANALYST I	13		16.1-
PROG ANALYST II	14	.76-	8.1-
*COMPUTER PROG III	14		15.0-
SOFTWARE SPECL II	15	.94-	6.8-
*PROG/ANALYST III	15		17.0-
DATA PROC MGR II	16	1.07-	17.3-
*DATA PROC MGR II	16		29.0-
DATA PROC MGR III	17	1.88-	21.0-

MINIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
COMPUTER SCIENCE PROFESSIONAL - AVERAGES -		.82-	12.7-
*FORESTER I	11		5.7-
*FORESTER IV	14		5.4-
FORESTRY SUPVR I	15	1.49	11.2
*ADMIN FORESTRY DV	19		11.0-
FORESTRY AND AGRICULTURAL SCIENCES PROFESSIONAL - AVERAGES -		1.49	2.7-
FISH WILD BIO II	13	.88-	8.3-
FISH WILD BIO III	14	.82-	9.0-
FISH WILD BIO SUPV	16	.47-	5.7-
BIOLOGICAL SCIENCES PROFESSIONAL - AVERAGES -		.72-	7.6-
CHEMIST I	11	.35-	3.9-
*STATISTICIAN I	11		.5-
*CHEMIST I	11		2.2-
*SANITARIAN I	12		7.4
*ENVIRON SPECLST I	12		4.4
CHEMIST III	13	.72-	8.0-
*SANITARIAN II	13		.1-
*CHEMIST III	13		5.6-
*STATISTICIAN IV	14		2.9-

MINIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
*ENVIRN SPECLST IV	15		2.6
*SANITARIAN IV	15		16.6-
ADM RECLAMATN DIV	17	.30-	6.5-
*ADMIN LAB DIV	18		19.7-
OTHER PHYSICAL AND LIFE SCIENCES PROFESSIONAL - AVERAGES -		.45-	3.9-
*SOCL WRKR I	11		3.5
*PAR & PROB OFC I	11		6.4-
*VOC REHAB CNSR I	11		6.3-
SOCIAL WRKR II	12	.34-	4.9-
*EMPLMT CNSLR I	12		2.4-
RESEARCH SPEC II	13	1.06-	8.0-
COMTY ORG WRKR III	13	1.51-	10.0-
*SOCL WRKR III	13		3.2
*SOCL WRKR SUPVR I	13		7.3-
*PAR & PRB OFC III	13		12.9-
RESEARCH SPEC III	14	1.76-	12.9-
PSYCHOLOGIST III	15	.45-	5.5-
SOCL WRKR SUPV III	15	.29-	3.8-
*PSYCHOLOGIST IV	16		4.1-
PSYCHOLOGIST V	17	1.13-	9.3-
*CHF REHAB SVS BUR	17		34.7-

MINIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
*CHF PAR & PROB BU	17		19.0-
*CHF SOCL SERVS BU	17		31.5-
ADM CMTY SERVS DIV	18	1.16-	18.3-
ADM CORRECTNS DIV	22	.26-	4.2-
BEHAVIORAL SCIENCES PROFESSIONAL - AVERAGES -		.88-	9.7-
DENTIST	19	.77-	9.9-
DENTISTRY PROFESSIONAL - AVERAGES -		.77-	9.9-
DST VET LVSTK INSP	19	.81	14.2
VETERINARY MEDICINE PROFESSIONAL - AVERAGES -		.81	14.2
PHARMACIST	14	.73-	8.3-
PHARMACY PROFESSIONAL - AVERAGES -		.73-	8.3-
PROF NURSE I	12	.35	4.5
*PROF NURSE I	12		5.7
*PUB HLTH NURSE I	12		.4
PROF NURSE III	14	.33	3.5
*PROF NURSE III	14		6.5
PUB HLTH NUR CNS I	15	.33-	3.6-
NURSING SERVS DIR	17	.09	2.1

MINIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
*NURSING SERS DIR	17		3.3
*CHF NURSING BUR	17		8.9-
NURSING PROFESSIONAL - AVERAGES -		.11	1.5
ORIEN THER BLIND I	13	.81-	9.5-
*PHYSICAL THRPST I	13		9.7
MEDIC TECHNOL II	14	1.09	14.4
*PHYSCAL THRPST II	14		1.5
*PHYSCAL THRPY SUP	15		.7-
OTHER HEALTH PROFESSIONAL - AVERAGES -		.14	3.0
EDUC PROG CONS II	15	.65-	8.2-
EDUC PROG MGR I	16	1.17-	14.5-
EDUCATION PROFESSIONAL - AVERAGES -		.91-	11.3-
*LIBRARIAN I	12		3.3
*LIBRARIAN IV	15		8.0
*STATE LIBRARIAN	18		15.3-
LIBRARY AND ARCHIVAL SCIENCES PROFESSIONAL - AVERAGES -			1.3-
LAWYER II	15	1.28-	13.1-
LAWYER IV	19	1.00-	12.1-

MINIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
LAW PROFESSIONAL - AVERAGES -		1.14-	12.6-
INFORM OFCR II	14	.21	3.0
ART,PHOTOGRAPHY,JOURNALISM AND RADIO/TV PROFESSIONAL - AVERAGES -		.21	3.0
ACCOUNTANT I	11	.40-	2.9-
*ACCOUNTANT I	11		2.5-
ACCOUNTANT II	12	.98-	11.0-
ACCOUNTANT SUPV I	14	.75-	9.2-
*ACCOUNTANT SUPV I	14		6.4-
*AUDITOR IV	14		13.5-
ACCOUNTANT SUPV II	15	1.02-	16.5-
*CHF FISCAL BUREAU	17		12.6-
ACCOUNTING PROFESSIONAL - AVERAGES -		.78-	9.3-
*EMPLMT INTERVWER	11		5.5
*CLAIMS EXAMNR I	11		3.4-
*PERSNL ASSISTANT	11		1.8-
*ECONOMIST I	11		11.8-
EMPL SPECIALIST	12	.27-	3.3-
*PERSNL SPECLST I	12		13.5-
TRAINING OFCR III	13	.74-	9.5-

MINIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
*COMPLNCE OFCR IV	13		11.9-
*CVL DEFNSE OFCR I	13		6.6-
*MGMT ANALYST I	13		8.3-
*COMPLNCE OFCR IV	13		3.4
*PURCHSG AGT II	13		20.5-
TRAINING OFCR SUPV	14	1.32-	15.8-
PERSONNEL OFCR I	14	1.08-	10.6-
*EMPLMT MGR I	14		2.5
*HEARINGS OFCR II	14		16.1-
PERSONNEL OFCR II	15	1.34-	18.3-
*MGMT ANALYST III	15		9.8-
*ECONOMIST IV	15		13.6-
*CVL DFNSE OFCR II	15		6.8-
*PERSNL SPCLST SUP	15		6.5-
*CHF SRPLS PROP BU	15		15.7-
ADM CENT SER DV II	16	.06	1.1
*SUPV BENFTS SECT	17		6.0-
*ADMIN PURCHSG DIV	17		24.2-
ADM CENT SER DV IV	18	.08-	1.7-
*CHF EMPLMT SVS BU	19		18.7-
*ADMIN PERSNL DIV	19		31.4-
ADM EMPL SECRTY DV	21	.13	2.3

MINIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
GENERAL BUSINESS AND ECONOMICS PROFESSIONAL - AVERAGES -		.58-	9.3-
INSP NURS HOSP II	14	.01	.1
SUPERINT INSTIT I	17	.44-	11.0-
*HOSPTL ADMIN I	18		10.0-
*HOSPTL ADMIN II	20		3.8-
SUPERINT INSTIT IV	21	.35	8.2
*SUPERINT INSTIT	21		9.3
HOSPITAL ADMINISTRATION PROFESSIONAL - AVERAGES -		.02-	1.2-
*F & G WARDEN I	11		4.7-
*CORRECTNL SGT	11		8.7-
INVESTIGATOR II	12	.46-	5.3-
HWY PATROL OFCR II	13	.25	1.0
HWY PATROL SGT	14	.41-	3.1-
*F & G WARD SUPV I	14		.1-
HWY PTRL LIEUTNT	15	.69-	9.0-
HWY PTRL CAPTAIN	16	.66-	10.2-
*F & G WRD SUPV II	16		16.4-
PROTECTIVE SERVICES PROFESSIONAL - AVERAGES -		.39-	6.2-
*PLANNER I	11		10.0-

MINIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
PLANNER IV	14	.90-	13.3-
*PLANNER V	15		13.1-
*ADMIN PLANNING DV	18		25.5-
PLANNING PROFESSIONAL - AVERAGES -		.90-	15.4-
PILOT II	14	.70-	6.7-
AVIATION PROFESSIONAL - AVERAGES -		.70-	6.7-
SURVEY AIDE II	8	.01	.1
DRAFTER III	9	.96-	17.4-
ENG TECH I	10	.16-	3.0-
ENG TECH III	13	.10-	1.3-
DESIGNER III	14	.04-	.8-
FIELD PROJECT MGR	15	.01-	.2-
ENGINEERING AND ARCHITECTURE TECHNICAL - AVERAGES -		.21-	3.7-
COMP OPR SUPV II	12	.91-	23.9-
COMPUTER SCIENCE TECHNICAL - AVERAGES -		.91-	23.9-
FARM/RANCH HAND II	8	.29	4.4
FORESTRY TECH I	10	.23	2.9
GAME AREA MGR	12	.85	7.5

MINIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
FORESTRY AND AGRICULTURAL SCIENCES TECHNICAL - AVERAGES -		.45	4.9
STAT TECH I	9	.04	.4
MATHEMATICS TECHNICAL - AVERAGES -		.04	.4
LAB AIDE I	6	.66	9.0
LAB TECH II	10	.50	7.8
LAB SUPVR I	12	.75-	21.3-
OTHER PHYSICAL AND LIFE SCIENCES TECHNICAL - AVERAGES -		.13	1.5-
HABIL AIDE I	7	.34	5.8
*SOCL SERVICE AIDE	7		4.6
HABIL AIDE III	9	.38	4.6
*ELIG TECH I	9		1.9
*ELIG TECH II	10		1.3-
*ELIG TECH SUPVR	10		18.4-
BEHAVIORAL SCIENCES TECHNICAL - AVERAGES -		.36	.4-
MICROFILM CLK I	6		.2-
ART, PHOTOGRAPHY, JOURNALISM AND RADIO/TV TECHNICAL - AVERAGES -			.2-
PERSONNEL TECH I	9	.48	7.7

MINIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
RT OF WAY AGT II	11	1.03-	16.2-
*PURCHSG AGT I	12		.4
RT OF WAY AGT IV	13	1.25-	21.0-
REVIEW APPRAISER	14		.1-
GENERAL BUSINESS TECHNICAL - AVERAGES -		.45-	5.8-
*CORRECTNL OFCR I	9		11.3-
PROTECTIVE SERVICES TECHNICAL - AVERAGES -			11.3-
WORD PROC OP II	7	.17-	3.2-
GENERAL CLERICAL - AVERAGES -		.17-	3.2-
STORE MGR III	10	**	**
RETAIL SALES MISCELLANEOUS - AVERAGES -		**	**
HOME ATTENDANT	7	1.45	17.3
PERSONAL AND DOMESTIC MISCELLANEOUS - AVERAGES -		1.45	17.3
TOUR GUIDE II	5	.30-	3.0-
MISCELLANEOUS SERVICES MISCELLANEOUS - AVERAGES -		.30-	3.0-
FORESTRY WRKR II	7	.34-	6.1-

MINIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
UNSKILLED/SEMI-SKILLED MISCELLANEOUS - AVERAGES -		.34-	6.1-

* CLASS SURVEYED BY THE U.S. OFFICE OF PERSONNEL MANAGEMENT STATE SALARY SURVEY. Z-SCORES ARE NOT AVAILABLE FOR THESE CLASSES.

** SAMPLE SIZE IS SMALL AND RESULTS COULD AFFECT AN ERRONEOUS REMEDY.

MINIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY BROAD SKILL LEVEL

BROAD SKILL LEVEL	AVERAGE Z-SCORE	AVERAGE PERCENT ABOVE OR BELOW MEAN
ALL LEVELS	.36-	5.3-
PROFESSIONAL	.52-	7.3-
TECHNICAL	.06-	2.9-
CLERICAL	.17-	3.2-
MISCELLANEOUS	.27-	2.7-

MAXIMUM SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 5 CLASSES	5	882	802	5	10	120	54	9.1-	.66-
TOUR GUIDE II	5	882	802	5	10	120	54	9.1-	.66-
GRADE 6 CLASSES	6	864	868	9	115	113	28	.4	.03
LAB AIDE I	6	837	868	9	45	91	30	3.7	.34
MICROFILM CLK I	6	899	868	7	70	136	51	3.5-	.22-
GRADE 7 CLASSES	7	949	951	48	1,778	136	26	.2	.01
WORD PROC OP II	7	1,022	940	6	204	140	57	8.1-	.58-
HOME ATTENDANT	7	843	940	8	344	63	22	11.5	1.53
HABIL AIDE I	7	934	940	9	1,215	111	37	.6	.05
FORESTRY WRKR II	7	1,061	940	5	15	147	66	11.5-	.82-
*SOCL SERVICE AIDE	7	949	997	48				5.0	
GRADE 8 CLASSES	8	1,051	1,019	9	689	111	31	3.1-	.28-
SURVEY AIDE II	8	1,080	1,019	8	664	84	30	5.7-	.72-
FARM RANCH HAND	8	1,006	1,019	5	25	143	64	1.2	.09
GRADE 9 CLASSES	9	1,217	1,128	52	829	194	34	7.4-	.45-
DRAFTER III	9	1,411	1,107	9	82	177	59	21.6-	1.71-
STAT TECH I	9	1,183	1,107	7	91	196	74	6.5-	.38-
PERSONNEL TECH I	9	1,090	1,107	8	80	126	44	1.5	.13

MAXIMUM SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
HABIL AIDE III	9	1,119	1,107	9	576	89	30	1.1-	.13-
*CORRECTNL OFCR I	9	1,316	1,169	52				11.2-	
*ELIG TECH I	9	1,168	1,169	45					
GRADE 10 CLASSES	10	1,333	1,224	42	731	212	39	8.2-	.51-
ENG TECH I	10	1,305	1,203	9	576	187	62	7.9-	.54-
LAB TECH II	10	1,176	1,203	9	99	155	52	2.2	.17
STORE MGR III	10	1,766	1,203	2	2	173	122	31.9-	3.25-
FORESTRY TECH I	10	1,232	1,203	9	54	141	47	2.4-	.20-
*ELIG TECH II	10	1,308	1,267	42				3.2-	
*ELIG TECH SUPVR	10	1,593	1,267	42				20.5-	
GRADE 11 CLASSES	11	1,471	1,361	52	426	180	31	7.5-	.61-
COMPUTER PROG I	11	1,480	1,307	9	99	236	79	11.7-	.73-
CHEMIST I	11	1,440	1,307	9	36	122	41	9.3-	1.09-
ACCOUNTANT I	11	1,428	1,307	9	207	89	30	8.5-	1.35-
RT OF WAY AGT II	11	1,667	1,307	7	84	164	62	21.6-	2.19-
*EMPLMT INTVWER	11	1,330	1,375	51				3.3	
*SOCL WRKR I	11	1,349	1,375	51				1.9	
*STATISTICIAN I	11	1,404	1,375	52				2.1-	
*ACCOUNTANT I	11	1,448	1,375	52				5.1-	
*COMPUTER PROG I	11	1,467	1,375	52				6.3-	

MAXIMUM SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
*CHEMIST I	11	1,428	1,375	52				3.8-	
*F & G WARDEN I	11	1,456	1,375	49				5.6-	
*FORESTER I	11	1,490	1,375	45				7.8-	
*CLAIMS EXMNR I	11	1,449	1,375	51				5.2-	
*PAR & PROB OFC I	11	1,499	1,375	52				8.3-	
*VOC REHAB CNSLR I	11	1,505	1,375	52				8.7-	
*CORRECTNL SGT	11	1,529	1,375	51				10.1-	
*PLANNER I	11	1,573	1,375	50				12.6-	
*PRSNL ASSISTANT	11	1,436	1,375	52				4.3-	
*ECONOMIST I	11	1,608	1,375	39				14.5-	
GRADE 12 CLASSES	12	1,590	1,461	52	2,366	309	40	8.2-	.41-
LAB SUPVR I	12	1,904	1,423	6	132	481	196	25.3-	1.00-
PROF NURSE I	12	1,407	1,423	9	198	147	49	1.1	.10
ACCOUNTANT II	12	1,700	1,423	8	408	133	47	16.3-	2.08-
EMPL SPECIALIST	12	1,563	1,423	9	423	117	39	9.0-	1.19-
INVESTIGATOR II	12	1,615	1,423	7	126	139	53	11.9-	1.38-
SOCIAL WRKR II	12	1,588	1,423	9	990	163	54	10.4-	1.01-
COMP OPR SUPV II	12	1,991	1,423	8	64	466	165	28.6-	1.21-
GAME AREA MGR	12	1,406	1,423	5	25	108	48	1.2	.15
*SANITARIAN I	12	1,411	1,495	50				5.9	
*PROF NURSE I	12	1,437	1,495	52				4.0	

MAXIMUM SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
*PUB HLTH NURSE I	12	1,521	1,495	47				1.8-	
*EMPLMT CNSLR I	12	1,567	1,495	51				4.6-	
*ENVIRON SPECLST I	12	1,456	1,495	48				2.6	
*LIBRARIAN I	12	1,479	1,495	52				1.0	
*PURCHSG AGT I	12	1,521	1,495	50				1.8-	
*CIVIL ENGR I	12	1,722	1,495	52				13.2-	
*PERSNL SPECLST I	12	1,764	1,495	42				15.3-	
GRADE 13 CLASSES	13	1,792	1,588	52	2,100	213	26	11.4-	.95-
ARCHITECT	13	1,773	1,549	3	3	106	61	12.7-	2.11-
ENG TECH III	13	1,669	1,549	9	621	146	49	7.2-	.82-
COMPUTER PROG II	13	1,648	1,549	9	180	230	77	6.1-	.43-
CHEMIST III	13	1,795	1,549	9	63	146	49	13.8-	1.68-
FISH WILD BIO II	13	1,791	1,549	7	175	121	46	13.6-	2.00-
RESEARCH SPEC II	13	1,766	1,549	5	115	123	55	12.3-	1.76-
ORIEN THER BLIND I	13	1,742	1,549	4	16	207	103	11.1-	.93-
TRAINING OFCR III	13	1,831	1,549	9	54	195	65	15.5-	1.44-
RT OF WAY AGT IV	13	2,111	1,549	7	28	248	94	26.7-	2.26-
COMTY ORG WRKR III	13	1,912	1,549	2	30	165	117	19.0-	2.20-
HWY PATROL OFCR II	13	1,582	1,549	5	815	65	29	2.1-	.50-
*COMPLNCE OFCR IV	13	1,871	1,624	41				13.3-	
*PHYSICAL THRPST I	13	1,536	1,624	52				5.7	

MAXIMUM SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
*SANITARIAN II	13	1,666	1,624	50				2.6-	
*CVL DFNSE OFCR I	13	1,794	1,624	40				9.5-	
*MGMT ANALYST I	13	1,819	1,624	49				10.8-	
*SOCL WRKR III	13	1,603	1,624	49				1.3	
*SOCL WRKR SUPV I	13	1,812	1,624	50				10.4-	
*COMPLNCE OFCR IV	13	1,619	1,624	37				.3	
*CHEMIST III	13	1,919	1,624	51				15.4-	
*PAR & PRB OFC III	13	1,919	1,624	51				15.4-	
*PURCHSG AGT II	13	2,095	1,624	49				22.5-	
*PROG/ANALYST I	13	2,000	1,624	52				18.8-	
GRADE 14 CLASSES	14	1,938	1,732	52	2,191	232	21	10.7-	.88-
DESIGNER III	14	1,852	1,696	6	114	330	135	8.5-	.47-
PROG ANALYST II	14	2,012	1,696	7	126	186	70	15.8-	1.69-
FISH WILD BIO III	14	1,976	1,696	7	63	160	60	14.2-	1.75-
RESEARCH SPEC III	14	2,059	1,696	4	44	85	43	17.7-	4.27-
PHARMACIST	14	1,956	1,696	8	40	167	59	13.3-	1.55-
PROF NURSE III	14	1,751	1,696	9	297	170	57	3.2-	.32-
MEDIC TECHNOL II	14	1,580	1,696	8	80	168	59	7.3	.69
ACCOUNTANT SUPV I	14	1,990	1,696	9	225	163	54	14.8-	1.80-
INFORM OFCR II	14	1,754	1,696	9	153	214	71	3.4-	.27-
TRAINING OFCR SUPV	14	2,136	1,696	8	32	145	51	20.6-	3.03-

MAXIMUM SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
PERSONNEL OFCR I	14	2,048	1,696	8	72	85	30	17.2-	4.14-
INSP NURS HOSP II	14	1,796	1,696	4	24	223	112	5.6-	.44-
REVIEW APPRAISER	14	1,806	1,696	8	24	297	105	6.1-	.37-
PILOT II	14	1,944	1,696	9	27	129	43	12.8-	1.92-
PLANNER IV	14	2,095	1,696	9	144	244	81	19.1-	1.63-
HWY PATROL SGT	14	1,819	1,696	7	686	100	38	6.8-	1.23-
*PROF NURSE III	14	1,727	1,784	52				3.3	
*EMPLMT MGR I	14	1,804	1,784	51				1.2-	
*F & G WARD SUPV I	14	1,838	1,784	48				3.0-	
*PHYSCAL THRPST II	14	1,812	1,784	46				1.6-	
*FORESTER IV	14	1,957	1,784	45				8.9-	
*STATISTICIAN IV	14	1,898	1,784	50				6.1-	
*ACCOUNTANT SUPV I	14	1,977	1,784	51				9.8-	
*AUDITOR IV	14	2,135	1,784	51				16.5-	
*COMPUTER PROG III	14	2,149	1,784	45				17.0-	
*HEARINGS OFCR II	14	2,204	1,784	52				19.1-	
*CIVIL ENGR III	14	2,278	1,784	52				21.7-	
GRADE 15 CLASSES	15	2,172	1,893	52	1,149	277	29	12.9-	1.00-
ENVIRON ENGR III	15	2,227	1,848	9	36	432	144	17.1-	.87-
FORESTRY SUPVR I	15	1,791	1,848	9	56	92	32	3.1	.61
PSYCHOLOGIST III	15	2,092	1,848	7	70	171	65	11.7-	1.42-

MAXIMUM SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
PUB HLTH NUR CNS I	15	2,084	1,848	5	25	219	98	11.4-	1.07-
EDUC PROG CONS II	15	2,196	1,848	6	186	134	55	15.9-	2.59-
LAWYER II	15	2,253	1,848	7	63	195	74	18.0-	2.07-
ACCOUNTANT SUPV II	15	2,369	1,848	9	90	280	93	22.0-	1.86-
PERSONNEL OFCR II	15	2,441	1,848	8	24	190	67	24.3-	3.12-
FIELD PROJECT MGR	15	1,985	1,848	7	203	156	59	7.0-	.87-
SOCL WRKR SUPV III	15	2,062	1,848	9	162	197	66	10.4-	1.08-
SOFTWARE SPECL II	15	2,133	1,848	9	36	226	75	13.4-	1.26-
HWY PTRL LIEUTNT	15	2,118	1,848	6	198	220	90	12.8-	1.22-
*LIBRARIAN IV	15	1,862	1,942	51				4.2	
*PHYSCAL THRPY SUP	15	2,043	1,942	38				5.0-	
*ENVIRN SPECLST IV	15	1,959	1,942	46				.9-	
*MGMT ANALYST III	15	2,226	1,942	44				12.8-	
*ECONOMIST IV	15	2,304	1,942	33				15.8-	
*PLANNER V	15	2,296	1,942	50				15.5-	
*SANITARIAN IV	15	2,411	1,942	48				19.5-	
*PROG/ANALYST III	15	2,442	1,942	51				20.5-	
*CVL DFNSE OFCR II	15	2,137	1,942	45				9.2-	
*PRSNL SPCLST SUPV	15	2,155	1,942	52				9.9-	
*CHF SRPLS PROB BU	15	2,308	1,942	46				15.9-	
GRADE 16 CLASSES	16	2,576	2,071	51	309	351	62	19.7-	1.43-

MAXIMUM SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
FISH WILD BIO SUPV	16	2,286	2,016	6	30	200	82	11.9-	1.35-
EDUC PROG MGR I	16	2,524	2,016	5	50	253	113	20.2-	2.00-
ADM CENT SER DV II	16	2,128	2,016	5	125	330	148	5.3-	.33-
DATA PROC MGR II	16	2,630	2,016	9	27	404	135	23.4-	1.51-
HWY PTRL CAPTAIN	16	2,336	2,016	7	77	313	118	13.7-	1.02-
*CHF STAT RES BUR	16	2,549	2,117	47				17.0-	
*PSYCHOLOGIST IV	16	2,269	2,117	49				6.7-	
*CIVIL ENGR V	16	2,884	2,117	48				26.6-	
*ENVIRON ENGR IV	16	3,007	2,117	46				29.6-	
*F & G WRD SUPV II	16	2,607	2,117	47				18.8-	
*DATA PROC MGR II	16	2,992	2,117	51				29.3-	
GRADE 17 CLASSES	17	2,728	2,265	52	148	397	70	17.0-	1.16-
PSYCHOLOGIST V	17	2,538	2,199	7	98	221	83	13.4-	1.53-
NURSING SERVS DIR	17	2,297	2,199	8	16	337	119	4.3-	.29-
ADM RECLAMATN DIV	17	2,519	2,199	4	8	332	166	12.8-	.96-
DATA PROC MGR III	17	2,928	2,199	8	16	310	110	24.9-	2.35-
SUPERINT INSTIT I	17	2,654	2,199	5	10	534	239	17.2-	.85-
*SUPV BENFS SECT	17	2,555	2,306	52				9.8-	
*NURSING SERVS DIR	17	2,314	2,306	51				.4-	
*CHF NURSING BUR	17	2,639	2,306	47				12.7-	
*CHF REHAB SVS BUR	17	3,255	2,306	52				29.2-	

MAXIMUM SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
*CHF FISCAL BUREAU	17	2,704	2,306	51				14.8-	
*CHF PAR & PROB BU	17	2,835	2,306	43				18.7-	
*ADMIN PURCHSG DIV	17	3,018	2,306	51				23.6-	
*CHF SOCL SERVS BU	17	3,192	2,306	50				27.8-	
GRADE 18 CLASSES	18	2,983	2,466	49	146	389	101	17.4-	1.32-
SUPV DIV CONST SEC	18	3,049	2,401	7	70	314	119	21.3-	2.06-
ADM CENT SER DV IV	18	2,606	2,401	4	68	350	175	7.9-	.58-
ADM CMTY SERVS DIV	18	3,054	2,401	4	8	441	220	21.4-	1.48-
*HOSPTL ADMIN I	18	2,895	2,514	33				13.2-	
*STATE LIBRARIAN	18	2,822	2,514	45				11.0-	
*ADMIN LAB DIV	18	3,237	2,514	49				22.4-	
*ADMIN PLANNING DV	18	3,130	2,514	49				19.7-	
GRADE 19 CLASSES	19	3,096	2,630	51	147	463	106	15.1-	1.00-
DENTIST	19	3,142	2,570	7	21	240	91	18.3-	2.38-
DST VET LVSTK INSP	19	2,517	2,570	6	12	379	155	2.1	.13
LAWYER IV	19	3,179	2,570	6	114	469	191	19.2-	1.29-
*ADMIN FORESTRY DV	19	2,954	2,689	46				9.0-	
*CHF EMPLMT SVS BU	19	3,254	2,689	51				17.4-	
*ADMIN PERSNL DIV	19	3,502	2,689	51				23.3-	

MAXIMUM SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 20 CLASSES	20	3,123	2,834	44	8	564	200	9.3-	.51-
ADM ENVIRON SCI DV	20	2,970	2,751	8	8	564	200	7.4-	.38-
*HOSPTL ADMIN II	20	3,138	2,876	27				8.4-	
*ADM ENVIRON SC DV	20	3,261	2,876	44				11.9-	
GRADE 21 CLASSES	21	3,167	2,991	51	20	498	157	5.6-	.35-
ADM EMPL SECRTY DV	21	3,277	2,947	6	12	490	200	10.1-	.67-
SUPERINT INSTIT IV	21	3,173	2,947	4	8	578	289	7.2-	.39-
*SUPERINT INSTI IV	21	3,032	3,078	51				1.5	
GRADE 22 CLASSES	22	3,495	3,158	5	5	395	177	9.7-	.85-
ADM CORRECTNS DIV	22	3,495	3,158	5	5	395	177	9.7-	.85-

* CLASS SURVEYED BY THE U.S. OFFICE OF PERSONNEL MANAGEMENT STATE SALARY SURVEY. ESTIMATED EMPLOYEES, STANDARD DEVIATIONS, STANDARD ERRORS AND Z-SCORES ARE NOT AVAILABLE FOR THESE CLASSES. STATE OF MONTANA SALARIES WITHIN A GRADE LEVEL DIFFER BECAUSE OF THE DIFFERENT PAY SCALES THAT WERE IN EFFECT AT THE TIME THE TWO SURVEYS WERE CONDUCTED.

MAXIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
*CIVIL ENGR I	12		13.2-
ARCHITECT	13	2.11-	12.7-
*CIVIL ENGR III	14		21.7-
ENVIRON ENGR III	15	.87-	17.1-
*CIVIL ENGR V	16		26.6-
*ENVIRON ENGR IV`	16		29.6-
SUPV DIV CONST SEC	18	2.06-	21.3-
ADM ENVIRON SCI DV	20	.38-	7.4-
*ADM ENVIRON SC DV	20		11.9-
ENGINEERING AND ARCHITECTURE PROFESSIONAL - AVERAGES -		1.35-	17.9-
COMPUTER PROG I	11	.73-	11.7-
*COMPUTER PROG I	11		6.3-
COMPUTER PROG II	13	.43-	6.1-
*PROG/ANALYST I	13		18.8-
PROG ANALYST II	14	1.69-	15.8-
*COMPUTER PROG III	14		17.0-
SOFTWARE SPECL II	15	1.26-	13.4-
*PROG/ANALYST III	15		20.5-
DATA PROC MGR II	16	1.51-	23.4-
*DATA PROC MGR II	16		29.3-
DATA PROC MGR III	17	2.35-	24.9-

MAXIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
COMPUTER SCIENCE PROFESSIONAL - AVERAGES -		1.32-	17.0-
*FORESTER I	11		7.8-
*FORESTER IV	14		8.9-
FORESTRY SUPVR I	15	.61	3.1
*ADMIN FORESTRY DV	19		9.0-
FORESTRY AND AGRICULTURAL SCIENCES PROFESSIONAL - AVERAGES -		.61	5.6-
FISH WILD BIO II	13	2.00-	13.6-
FISH WILD BIO III	14	1.75-	14.2-
FISH WILD BIO SUPV	16	1.35-	11.9-
*ADMIN PLANNING DV	18		19.7-
BIOLOGICAL SCIENCES PROFESSIONAL - AVERAGES -		1.70-	14.8-
CHEMIST I	11	1.09-	9.3-
*STATISTICIAN I	11		2.1-
*CHEMIST I	11		3.8-
*SANITARIAN I	12		5.9
*ENVIRON SPECLST I	12		2.6
CHEMIST III	13	1.68-	13.8-
*SANITARIAN II	13		2.6-
*CHEMIST III	13		15.4-

MAXIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
*STATISTICIAN IV	14		6.1-
*ENVIRN SPECLST IV	15		.9-
*SANITARIAN IV	15		19.5-
*CHF STAT RES BUR	16		17.0-
ADM RECLAMATN DIV	17	.96-	12.8-
*ADMIN LAB DIV	18		22.4-
OTHER PHYSICAL AND LIFE SCIENCES PROFESSIONAL - AVERAGES -		1.24-	8.3-
*SOCL WRKR I	11		1.9
*PAR & PROB OFC I	11		8.3-
*VOC REHAB CNSLR I	11		8.7-
SOCIAL WRKR II	12	1.01-	10.4-
*EMPLMT CNSLR I	12		4.6-
RESEARCH SPEC II	13	1.76-	12.3-
COMTY ORG WRKR III	13	2.20-	19.0-
*SOCL WRKR III	13		1.3
*SOCL WRKR SUPV I	13		10.4-
*PAR & PRB OFC III	13		15.4-
RESEARCH SPEC III	14	4.27-	17.7-
PSYCHOLOGIST III	15	1.42-	11.7-
SOCL WRKR SUPV III	15	1.08-	10.4-
*PSYCHOLOGIST IV	16		6.7-

MAXIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
PSYCHOLOGIST V	17	1.53-	13.4-
*CHF REHAB SVS BUR	17		29.2-
*CHF PAR & PROB BU	17		18.7-
*CHF SOCL SERVS BU	17		27.8-
ADM CMTY SERVS DIV	18	1.48-	21.4-
ADM CORRECTNS DIV	22	.85-	9.7-
BEHAVIORAL SCIENCES PROFESSIONAL - AVERAGES -		1.73-	12.6-
DENTIST	19	2.38-	18.3-
DENTISTRY PROFESSIONAL - AVERAGES -		2.38-	18.3-
DST VET LVSTK INSP	19	.13	2.1
VETERINARY MEDICINE PROFESSIONAL - AVERAGES -		.13	2.1
PHARMACIST	14	1.55-	13.3-
PHARMACY PROFESSIONAL - AVERAGES -		1.55-	13.3-
PROF NURSE I	12	.10	1.1
*PROF NURSE I	12		4.0
*PUB HLTH NURSE I	12		1.8-
PROF NURSE III	14	.32-	3.2-
*PROF NURSE III	14		3.3

MAXIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
PUB HLTH NUR CNS I	15	1.07-	11.4-
NURSING SERVS DIR	17	.29-	4.3-
*NURSING SERVS DIR	17		.4-
*CHF NURSING BUR	17		12.7-
NURSING PROFESSIONAL - AVERAGES -		.39-	2.8-
ORIEN THER BLIND I	13	.93-	11.1-
*PHYSICAL THRPST I	13		5.7
MEDIC TECHNOL II	14	.69	7.3
*PHYSCAL THRPST II	14		1.6-
*PHYSCAL THRPY SUP	15		5.0-
OTHER HEALTH PROFESSIONAL - AVERAGES -		.12-	.9-
EDUC PROG CONS II	15	2.59-	15.9-
EDUC PROG MGR I	16	2.00-	20.2-
EDUCATION PROFESSIONAL - AVERAGES -		2.29-	18.0-
*LIBRARIAN I	12		1.0
*LIBRARIAN IV	15		4.2
*STATE LIBRARIAN	18		11.0-
LIBRARY AND ARCHIVAL SCIENCES PROFESSIONAL - AVERAGES -			1.9-

MAXIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
LAWYER II	15	2.07-	18.0-
LAWYER IV	19	1.29-	19.2-
LAW PROFESSIONAL - AVERAGES -		1.68-	18.6-
INFORM OFCR II	14	.27-	3.4-
ART,PHOTOGRAPHY,JOURNALISM AND RADIO/TV PROFESSIONAL - AVERAGES -		.27-	3.4-
ACCOUNTANT I	11	1.35-	8.5-
*ACCOUNTANT I	11		5.1-
ACCOUNTANT II	12	2.08-	16.3-
ACCOUNTANT SUPV I	14	1.80-	14.8-
*ACCOUNTANT SUPV I	14		9.8-
*AUDITOR IV	14		16.5-
ACCOUNTANT SUPV II	15	1.86-	22.0-
*CHF FISCAL BUREAU	17		14.8-
ACCOUNTING PROFESSIONAL - AVERAGES -		1.77-	13.4-
*EMPLMT INTVWER	11		3.3
*CLAIMS EXMNR I	11		5.2-
*PRSNL ASSISTANT	11		4.3-
*ECONOMIST I	11		14.5-
EMPL SPECIALIST	12	1.19-	9.0-

MAXIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
*PERSNL SPECLST I	12		15.3-
TRAINING OFCR III	13	1.44-	15.5-
*COMPLNCE OFCR IV	13		13.3-
*CVL DFNSE OFCR I	13		9.5-
*MGMT ANALYST I	13		10.8-
*COMPLNCE OFCR IV	13		.3
*PURCHSG AGT II	13		22.5-
TRAINING OFCR SUPV	14	3.03-	20.6-
PERSONNEL OFCR I	14	4.14-	17.2-
*EMPLMT MGR I	14		1.2-
*HEARINGS OFCR II	14		19.1-
PERSONNEL OFCR II	15	3.12-	24.3-
*MGMT ANALYST III	15		12.8-
*ECONOMIST IV	15		15.8-
*CVL DFNSE OFCR II	15		9.2-
*PRSNL SPCLST SUPV	15		9.9-
*CHF SRPLS PROB BU	15		15.9-
ADM CENT SER DV II	16	.33-	5.3-
*SUPV BENFS SECT	17		9.8-
*ADMIN PURCHSG DIV	17		23.6-
ADM CENT SER DV IV	18	.58-	7.9-
*CHF EMPLMT SVS BU	19		17.4-

MAXIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
*ADMIN PERSNL DIV	19		23.3-
ADM EMPL SECRTY DV	21	.67-	10.1-
GENERAL BUSINESS AND ECONOMICS PROFESSIONAL - AVERAGES -		1.81-	12.4-
INSP NURS HOSP II	14	.44-	5.6-
SUPERINT INSTIT I	17	.85-	17.2-
*HOSPTL ADMIN I	18		13.2-
*HOSPTL ADMIN II	20		8.4-
SUPERINT INSTIT IV	21	.39-	7.2-
*SUPERINT INSTI IV	21		1.5
HOSPITAL ADMINISTRATION PROFESSIONAL - AVERAGES -		.56-	8.3-
*F & G WARDEN I	11		5.6-
*CORRECTNL SGT	11		10.1-
INVESTIGATOR II	12	1.38-	11.9-
HWY PATROL OFCR II	13	.50-	2.1-
HWY PATROL SGT	14	1.23-	6.8-
*F & G WARD SUPV I	14		3.0-
HWY PTRL LIEUTNT	15	1.22-	12.8-
HWY PTRL CAPTAIN	16	1.02-	13.7-
*F & G WRD SUPV II	16		18.8-
PROTECTIVE SERVICES PROFESSIONAL - AVERAGES -		1.07-	9.4-

MAXIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
*PLANNER I	11		12.6-
PLANNER IV	14	1.63-	19.1-
*PLANNER V	15		15.5-
PLANNING PROFESSIONAL - AVERAGES -		1.63-	15.7-
PILOT II	14	1.92-	12.8-
AVIATION PROFESSIONAL - AVERAGES -		1.92-	12.8-
SURVEY AIDE II	8	.72-	5.7-
DRAFTER III	9	1.71-	21.6-
ENG TECH I	10	.54-	7.9-
ENG TECH III	13	.82-	7.2-
DESIGNER III	14	.47-	8.5-
FIELD PROJECT MGR	15	.87-	7.0-
ENGINEERING AND ARCHITECTURE TECHNICAL - AVERAGES -		.85-	9.6-
COMP OPR SUPV II	12	1.21-	28.6-
COMPUTER SCIENCE TECHNICAL - AVERAGES -		1.21-	28.6-
FARM RANCH HAND	8	.09	1.2
FORESTRY TECH I	10	.20-	2.4-
GAME AREA MGR	12	.15	1.2

MAXIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
FORESTRY AND AGRICULTURAL SCIENCES TECHNICAL - AVERAGES -		.01	
STAT TECH I	9	.38-	6.5-
MATHEMATICS TECHNICAL - AVERAGES -		.38-	6.5-
LAB AIDE I	6	.34	3.7
LAB TECH II	10	.17	2.2
LAB SUPVR I	12	1.00-	25.3-
OTHER PHYSICAL AND LIFE SCIENCES TECHNICAL - AVERAGES -		.16-	6.4-
HABIL AIDE I	7	.05	.6
*SOCL SERVICE AIDE	7		5.0
HABIL AIDE III	9	.13-	1.1-
*ELIG TECH I	9		
*ELIG TECH II	10		3.2-
*ELIG TECH SUPVR	10		20.5-
BEHAVIORAL SCIENCES TECHNICAL - AVERAGES -		.04-	3.2-
MICROFILM CLK I	6	.22-	3.5-
ART,PHOTOGRAPHY,JOURNALISM AND RADIO/TV TECHNICAL - AVERAGES -		.22-	3.5-
PERSONNEL TECH I	9	.13	1.5

MAXIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
RT OF WAY AGT II	11	2.19-	21.6-
*PURCHSG AGT I	12		1.8-
RT OF WAY AGT IV	13	2.26-	26.7-
REVIEW APPRAISER	14	.37-	6.1-
GENERAL BUSINESS TECHNICAL - AVERAGES -		1.17-	10.9-
*CORRECTNL OFCR I	9		11.2-
PROTECTIVE SERVICES TECHNICAL - AVERAGES -			11.2-
WORD PROC OP II	7	.58-	8.1-
GENERAL CLERICAL - AVERAGES -		.58-	8.1-
STORE MGR III	10	**	**
RETAIL SALES MISCELLANEOUS - AVERAGES -		**	**
HOME ATTENDANT	7	1.53	11.5
PERSONAL AND DOMESTIC MISCELLANEOUS - AVERAGES -		1.53	11.5
TOUR GUIDE II	5	.66-	9.1-
MISCELLANEOUS SERVICES MISCELLANEOUS - AVERAGES -		.66-	9.1-
FORESTRY WRKR II	7	.82-	11.5-

MAXIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
UNSKILLED/SEMI-SKILLED MISCELLANEOUS - AVERAGES -		.82-	11.5-

* CLASS SURVEYED BY THE U.S. OFFICE OF PERSONNEL MANAGEMENT STATE SALARY SURVEY. Z-SCORES ARE NOT AVAILABLE FOR THESE CLASSES.

** SAMPLE SIZE IS TOO SMALL AND RESULTS COULD AFFECT AN ERRONEOUS REMEDY.

MAXIMUM SALARIES - FISCAL ANALYST STATES

GROUPED BY BROAD SKILL LEVEL

BROAD SKILL LEVEL	AVERAGE Z-SCORE	AVERAGE PERCENT ABOVE OR BELOW MEAN
ALL LEVELS	.68-	9.5-
PROFESSIONAL	1.34-	11.2-
TECHNICAL	.57-	7.4-
CLERICAL	.58-	8.1-
MISCELLANEOUS	.02	3.0-

AVERAGE SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 5 CLASSES	5	753	663	4	8	104	52	12.0-	.86-
TOUR GUIDE II	5	753	663	4	8	104	52	12.0-	.86-
GRADE 6 CLASSES	6	694	718	8	90	110	30	3.4	.21
LAB AIDE I	6	650	718	8	40	40	14	10.4	1.70
MICROFILM CLK I	6	764	718	5	50	154	69	6.1-	.29-
GRADE 7 CLASSES	7	731	779	8	1,382	138	30	6.5	.34
WORD PROC OP II	7	799	779	5	170	163	73	2.6-	.12-
HOME ATTENDANT	7	647	779	6	258	122	50	20.4	1.08
HABIL AIDE I	7	751	779	7	945	125	47	3.7	.22
FORESTRY WRKR II	7	742	779	3	9	136	79	4.9	.27
GRADE 8 CLASSES	8	843	845	8	684	109	31	.2	.01
SURVEY AIDE II	8	876	845	8	664	111	39	3.6-	.27-
FARM RANCH HAND	8	779	845	4	20	80	40	8.4	.82
GRADE 9 CLASSES	9	1,009	918	8	668	227	43	9.1-	.40-
DRAFTER III	9	1,171	918	8	72	233	82	21.7-	1.08-
STAT TECH I	9	1,054	918	6	78	246	100	13.0-	.55-
PERSONNEL TECH I	9	860	918	7	70	152	57	6.7	.38
HABIL AIDE III	9	934	918	7	448	161	61	1.8-	.09-

AVERAGE SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 10 CLASSES	10	1,061	1,019	8	643	245	50	4.0-	.17-
ENG TECH I	10	1,107	1,019	8	512	228	81	8.0-	.38-
LAB TECH II	10	974	1,019	8	88	174	61	4.6	.25
STORE MGR III	10	1,642	1,019	1	1	200		38.0-	3.11-
FORESTRY TECH I	10	1,024	1,019	7	42	250	95	.5-	.02-
GRADE 11 CLASSES	11	1,189	1,108	8	376	171	31	6.9-	.47-
COMPUTER PROG I	11	1,115	1,108	8	88	140	50	.7-	.05-
CHEMIST I	11	1,121	1,108	8	32	165	58	1.2-	.07-
ACCOUNTANT I	11	1,190	1,108	8	184	112	40	6.9-	.73-
RT OF WAY AGT II	11	1,380	1,108	6	72	165	67	19.8-	1.64-
GRADE 12 CLASSES	12	1,372	1,207	8	2,005	345	48	12.1-	.47-
LAB SUPVR I	12	1,687	1,207	5	110	439	196	28.5-	1.09-
PROF NURSE I	12	1,110	1,207	8	176	140	48	8.7	.69
ACCOUNTANT II	12	1,440	1,207	7	357	181	68	16.2-	1.28-
EMPL SPECIALIST	12	1,292	1,207	6	283	145	59	6.6-	.58-
INVESTIGATOR II	12	1,300	1,207	7	126	188	71	7.2-	.49-
SOCIAL WRKR II	12	1,309	1,207	8	880	194	69	7.8-	.52-
COMP OPR SUPV II	12	1,795	1,207	6	48	588	240	32.8-	1.00-
GAME AREA MGR	12	1,167	1,207	5	25	216	97	3.4	.18

AVERAGE SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 13 CLASSES	13	1,517	1,315	8	1,776	237	31	13.4-	.85-
ARCHITECT	13	1,563	1,315	1	1	101		15.9-	2.45-
ENG TECH III	13	1,507	1,315	8	552	233	83	12.8-	.82-
COMPUTER PROG II	13	1,224	1,315	7	140	108	41	7.4	.84
CHEMIST III	13	1,551	1,315	8	56	231	82	15.3-	1.02-
FISH WILD BIO II	13	1,537	1,315	7	175	125	47	14.5-	1.77-
RESEARCH SPEC II	13	1,463	1,315	4	92	122	61	10.2-	1.21-
ORIEN THER BLIND I	13	1,552	1,315	3	12	244	141	15.3-	.97-
TRAINING OFCR III	13	1,538	1,315	7	42	144	54	14.5-	1.54-
RT OF WAY AGT IV	13	1,866	1,315	6	24	308	126	29.6-	1.78-
COMTY ORG WRKR III	13	1,522	1,315	2	30	81	58	13.7-	2.55-
HWY PATROL OFCR II	13	1,394	1,315	4	652	74	37	5.7-	1.06-
GRADE 14 CLASSES	14	1,615	1,440	8	1,861	272	27	10.9-	.64-
DESIGNER III	14	1,654	1,440	6	114	374	153	13.0-	.57-
PROG ANALYST II	14	1,560	1,440	5	90	136	61	7.7-	.88-
FISH WILD BIO III	14	1,766	1,440	7	63	218	83	18.5-	1.49-
RESEARCH SPEC III	14	1,711	1,440	3	33	194	112	15.9-	1.39-
PHARMACIST	14	1,659	1,440	7	35	132	50	13.3-	1.65-
PROF NURSE III	14	1,441	1,440	8	264	211	75	.1-	
MEDIC TECHNOL II	14	1,325	1,440	7	70	277	105	8.6	.41
ACCOUNTANT SUPV I	14	1,693	1,440	8	200	218	77	15.0-	1.16-

AVERAGE SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
INFORM OFCR II	14	1,412	1,440	8	136	215	76	1.9	.13
TRAINING OFCR SUPV	14	1,901	1,440	7	28	202	76	24.3-	2.28-
PERSONNEL OFCR I	14	1,720	1,440	7	63	303	99	16.3-	.92-
INSP NURS HOSP II	14	1,452	1,440	4	24	195	98	.9-	.06-
REVIEW APPRAISER	14	1,535	1,440	7	21	381	144	6.2-	.24-
PILOT II	14	1,638	1,440	7	21	236	89	12.1-	.83-
PLANNER IV	14	1,712	1,440	7	112	256	97	15.9-	1.06-
HWY PATROL SGT	14	1,697	1,440	6	588	156	64	15.2-	1.64-
GRADE 15 CLASSES	15	1,811	1,570	8	991	303	34	13.4-	.79-
ENVIRON ENGR III	15	1,923	1,570	8	32	418	148	18.4-	.84-
FORESTRY SUPVR I	15	1,454	1,570	7	49	155	59	7.9	.74
PSYCHOLOGIST III	15	1,663	1,570	6	60	262	107	5.6-	.35-
PUB HLTH NUR CNS I	15	1,729	1,570	5	25	128	57	9.2-	1.24-
EDUC PROG CONS II	15	1,797	1,570	5	155	223	100	12.7-	1.01-
LAWYER II	15	1,732	1,570	6	54	173	71	9.4-	.93-
ACCOUNTANT SUPV II	15	2,041	1,570	8	80	309	109	23.1-	1.52-
PERSONNEL OFCR II	15	2,065	1,570	7	21	374	141	24.0-	1.32-
FIELD PROJECT MGR	15	1,718	1,570	6	174	178	73	8.7-	.83-
SOCL WRKR SUPV III	15	1,692	1,570	8	144	247	87	7.3-	.49-
SOFTWARE SPECL II	15	1,842	1,570	8	32	227	80	14.8-	1.19-
HWY PTRL LIEUTNT	15	2,026	1,570	5	165	161	72	22.6-	2.83-

AVERAGE SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 16 CLASSES	16	2,144	1,749	8	290	395	73	18.5-	1.00-
FISH WILD BIO SUPV	16	2,036	1,749	5	25	109	49	14.1-	2.63-
EDUC PROG MGR I	16	2,201	1,749	5	50	423	189	20.6-	1.06-
ADM CENT SER OV II	16	1,857	1,749	5	125	382	171	5.9-	.28-
DATA PROC MGR II	16	2,316	1,749	8	24	485	171	24.5-	1.16-
HWY PTRL CAPTAIN	16	2,195	1,749	6	66	357	146	20.4-	1.24-
GRADE 17 CLASSES	17	2,296	1,908	8	126	407	78	16.9-	.95-
PSYCHOLOGIST V	17	2,280	1,908	6	84	238	97	16.4-	1.56-
NURSING SERVS DIR	17	1,968	1,908	6	12	290	118	3.1-	.20-
ADM RECLAMATN DIV	17	2,206	1,908	4	8	498	249	13.6-	.59-
DATA PROC MGR III	17	2,621	1,908	7	14	398	150	27.3-	1.79-
SUPERINT INSTIT I	17	2,333	1,908	4	8	400	200	18.3-	1.06-
GRADE 18 CLASSES	18	2,653	2,084	7	144	416	107	21.5-	1.36-
SUPV DIV CONST SEC	18	2,827	2,084	7	70	384	145	26.3-	1.93-
ADM CENT SER OV IV	18	2,369	2,084	4	68	378	189	12.1-	.75-
ADM CMTY SERVS DIV	18	2,630	2,084	4	8	437	219	20.8-	1.24-
GRADE 19 CLASSES	19	2,537	2,277	8	139	452	113	10.3-	.57-
DENTIST	19	2,850	2,277	5	15	367	164	20.2-	1.56-
DST VET LVSTK INSP	19	2,106	2,277	5	10	389	174	8.1	.43

AVERAGE SALARIES - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
LAWYER IV	19	2,635	2,277	6	114	296	121	13.6-	1.20-
GRADE 20 CLASSES	20	2,663	2,487	6	6	506	207	6.7-	.34-
ADM ENVIRON SCI DV	20	2,663	2,487	6	6	506	207	6.7-	.34-
GRADE 21 CLASSES	21	2,893	2,719	5	14	433	164	6.1-	.40-
ADM EMPL SECRTY DV	21	2,942	2,719	4	8	378	189	7.6-	.58-
SUPERINT INSTIT IV	21	2,827	2,719	3	6	580	335	3.9-	.18-
GRADE 22 CLASSES	22	3,125	2,973	5	5	611	273	4.9-	.24-
ADM CORRECTNS DIV	22	3,125	2,973	5	5	611	273	4.9-	.24-

AVERAGE SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
ARCHITECT	13	2.45-	15.9-
ENVIRON ENGR III	15	.84-	18.4-
SUPV DIV CONST SEC	18	1.93-	26.3-
ADM ENVIRON SCI OV	20	.34-	6.7-
ENGINEERING AND ARCHITECTURE PROFESSIONAL - AVERAGES -		1.39-	16.8-
COMPUTER PROG I	11	.05-	.7-
COMPUTER PROG II	13	.84	7.4
PROG ANALYST II	14	.88-	7.7-
SOFTWARE SPECL II	15	1.19-	14.8-
DATA PROC MGR II	16	1.16-	24.5-
DATA PROC MGR III	17	1.79-	27.3-
COMPUTER SCIENCE PROFESSIONAL - AVERAGES -		.70-	11.2-
FORESTRY SUPVR I	15	.74	7.9
FORESTRY AND AGRICULTURAL SCIENCES PROFESSIONAL - AVERAGES -		.74	7.9
FISH WILD BIO II	13	1.77-	14.5-
FISH WILD BIO III	14	1.49-	18.5-
FISH WILD BIO SUPV	16	2.63-	14.1-
BIOLOGICAL SCIENCES PROFESSIONAL - AVERAGES -		1.96-	15.7-

AVERAGE SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
CHEMIST I	11	.07-	1.2-
CHEMIST III	13	1.02-	15.3-
ADM RECLAMATN DIV	17	.59-	13.6-
OTHER PHYSICAL AND LIFE SCIENCES PROFESSIONAL - AVERAGES -		.56-	10.0-
SOCIAL WRKR II	12	.52-	7.8-
RESEARCH SPEC II	13	1.21-	10.2-
COMTY ORG WRKR III	13	2.55-	13.7-
RESEARCH SPEC III	14	1.39-	15.9-
PSYCHOLOGIST III	15	.35-	5.6-
SOCL WRKR SUPV III	15	.49-	7.3-
PSYCHOLOGIST V	17	1.56-	16.4-
ADM CMTY SERVS DIV	18	1.24-	20.8-
ADM CORRECTNS DIV	22	.24-	4.9-
BEHAVIORAL SCIENCES PROFESSIONAL - AVERAGES -		1.06-	11.4-
DENTIST	19	1.56-	20.2-
DENTISTRY PROFESSIONAL - AVERAGES -		1.56-	20.2-
DST VET LVSTK INSP	19	.43	8.1
VETERINARY MEDICINE PROFESSIONAL - AVERAGES -		.43	8.1

AVERAGE SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
PHARMACIST	14	1.65-	13.3-
PHARMACY PROFESSIONAL - AVERAGES -		1.65-	13.3-
PROF NURSE I	12	.69	8.7
PROF NURSE III	14		.1-
PUB HLTH NUR CNS I	15	1.24-	9.2-
NURSING SERVS DIR	17	.20-	3.1-
NURSING PROFESSIONAL - AVERAGES -		.18-	.9-
ORIEN THER BLIND I	13	.97-	15.3-
MEDIC TECHNOL II	14	.41	8.6
OTHER HEALTH PROFESSIONAL - AVERAGES -		.28-	3.3-
EDUC PROG CONS II	15	1.01-	12.7-
EDUC PROG MGR I	16	1.06-	20.6-
EDUCATION PROFESSIONAL - AVERAGES -		1.03-	16.6-
LAWYER II	15	.93-	9.4-
LAWYER IV	19	1.20-	13.6-
LAW PROFESSIONAL - AVERAGES -		1.06-	11.5-
INFORM OFCR II	14	.13	1.9

AVERAGE SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
ART, PHOTOGRAPHY, JOURNALISM AND RADIO/TV PROFESSIONAL - AVERAGES -		.13	1.9
ACCOUNTANT I	11	.73-	6.9-
ACCOUNTANT II	12	1.28-	16.2-
ACCOUNTANT SUPV I	14	1.16-	15.0-
ACCOUNTANT SUPV II	15	1.52-	23.1-
ACCOUNTING PROFESSIONAL - AVERAGES -		1.17-	15.3-
EMPL SPECIALIST	12	.58-	6.6-
TRAINING OFCR III	13	1.54-	14.5-
TRAINING OFCR SUPV	14	2.28-	24.3-
PERSONNEL OFCR I	14	.92-	16.3-
PERSONNEL OFCR II	15	1.32-	24.0-
ADM CENT SER DV II	16	.28-	5.9-
ADM CENT SER DV IV	18	.75-	12.1-
ADM EMPL SECRTY DV	21	.58-	7.6-
GENERAL BUSINESS AND ECONOMICS PROFESSIONAL - AVERAGES -		1.03-	13.9-
INSP NURS HOSP II	14	.06-	.9-
SUPERINT INSTIT I	17	1.06-	18.3-
SUPERINT INSTIT IV	21	.18-	3.9-
HOSPITAL ADMINISTRATION PROFESSIONAL - AVERAGES -		.56-	9.6-

AVERAGE SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
INVESTIGATOR II	12	.49-	7.2-
HWY PATROL OFCR II	13	1.06-	5.7-
HWY PATROL SGT	14	1.64-	15.2-
HWY PTRL LIEUTNT	15	2.83-	22.6-
HWY PTRL CAPTAIN	16	1.24-	20.4-
PROTECTIVE SERVICES PROFESSIONAL - AVERAGES -		1.45-	14.2-
PLANNER IV	14	1.06-	15.9-
PLANNING PROFESSIONAL - AVERAGES -		1.06-	15.9-
PILOT II	14	.83-	12.1-
AVIATION PROFESSIONAL - AVERAGES -		.83-	12.1-
SURVEY AIDE II	8	.27-	3.6-
DRAFTER III	9	1.08-	21.7-
ENG TECH I	10	.38-	8.0-
ENG TECH III	13	.82-	12.8-
DESIGNER III	14	.57-	13.0-
FIELD PROJECT MGR	15	.83-	8.7-
ENGINEERING AND ARCHITECTURE TECHNICAL - AVERAGES -		.65-	11.3-
COMP OPR SUPV II	12	1.00-	32.8-

AVERAGE SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
COMPUTER SCIENCE TECHNICAL - AVERAGES -		1.00-	32.8-
FARM RANCH HAND	8	.82	8.4
FORESTRY TECH I	10	.02-	.5-
GAME AREA MGR	12	.18	3.4
FORESTRY AND AGRICULTURAL SCIENCES TECHNICAL - AVERAGES -		.32	3.7
STAT TECH I	9	.55-	13.0-
MATHEMATICS TECHNICAL - AVERAGES -		.55-	13.0-
LAB AIDE I	6	1.70	10.4
LAB TECH II	10	.25	4.6
LAB SUPVR I	12	1.09-	28.5-
OTHER PHYSICAL AND LIFE SCIENCES TECHNICAL - AVERAGES -		.28	4.5-
HABIL AIDE I	7	.22	3.7
HABIL AIDE III	9	.09-	1.8-
BEHAVIORAL SCIENCES TECHNICAL - AVERAGES -		.06	.9
MICROFILM CLK I	6	.29-	6.1-
ART, PHOTOGRAPHY, JOURNALISM AND RADIO/TV TECHNICAL - AVERAGES -		.29-	6.1-

AVERAGE SALARIES - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
PERSONNEL TECH I	9	.38	6.7
RT OF WAY AGT II	11	1.64-	19.8-
RT OF WAY AGT IV	13	1.78-	29.6-
REVIEW APPRAISER	14	.24-	6.2-
GENERAL BUSINESS TECHNICAL - AVERAGES -		.82-	12.2-
WORD PROC OP II	7	.12-	2.6-
GENERAL CLERICAL - AVERAGES -		.12-	2.6-
STORE MGR III	10	*	*
RETAIL SALES MISCELLANEOUS - AVERAGES -		*	*
HOME ATTENDANT	7	1.08	20.4
PERSONAL AND DOMESTIC MISCELLANEOUS - AVERAGES -		1.08	20.4
TOUR GUIDE II	5	.86-	12.0-
MISCELLANEOUS SERVICES MISCELLANEOUS - AVERAGES -		.86-	12.0-
FORESTRY WRKR II	7	.27	4.9
UNSKILLED/SEMI-SKILLED MISCELLANEOUS - AVERAGES -		.27	4.9

* SAMPLE IS TOO SMALL AND RESULTS COULD AFFECT AN ERRONEOUS REMEDY.

AVERAGE SALARIES - FISCAL ANALYST STATES

GROUPED BY BROAD SKILL LEVEL

BROAD SKILL LEVEL	AVERAGE Z-SCORE	AVERAGE PERCENT ABOVE OR BELOW MEAN
ALL LEVELS	.49-	8.7-
PROFESSIONAL	.93-	11.1-
TECHNICAL	.33-	8.0-
CLERICAL	.12-	2.6-
MISCELLANEOUS	.16	4.4

TOTAL COMPENSATION - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 5 CLASSES	5	998	897	5	10	95	43	10.2-	1.06-
TOUR GUIDE II	5	998	897	5	10	95	43	10.2-	1.06-
GRADE 6 CLASSES	6	950	966	9	115	155	39	1.6	.10
LAB AIDE I	6	888	966	9	45	95	32	8.7	.82
MICROFILM CLK I	6	1,030	966	7	70	186	70	6.3-	.34-
GRADE 7 CLASSES	7	1,002	1,043	9	1,778	175	33	4.0	.23
WORD PROC OP II	7	1,092	1,043	6	204	196	80	4.5-	.25-
HOME ATTENDANT	7	889	1,043	8	344	140	50	17.3	1.10
HABIL AIDE I	7	1,003	1,043	9	1,215	136	45	3.9	.29
FORESTRY WRKR II	7	1,074	1,043	5	15	210	94	2.9-	.14-
GRADE 8 CLASSES	8	1,128	1,126	9	689	136	38	.2-	.01-
SURVEY AIDE II	8	1,147	1,126	8	664	126	44	1.9-	.16-
FARM/RANCH HAND II	8	1,099	1,126	5	25	163	73	2.4	.16
GRADE 9 CLASSES	9	1,319	1,218	9	829	272	47	7.7-	.37-
DRAFTER III	9	1,533	1,218	9	81	270	90	20.6-	1.16-
STAT TECH I	9	1,352	1,218	7	91	314	119	10.0-	.42-
PERSONNEL TECH I	9	1,149	1,218	8	80	188	66	6.0	.36
HABIL AIDE III	9	1,230	1,218	9	576	169	56	1.0-	.07-

TOTAL COMPENSATION - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 10 CLASSES	10	1,407	1,346	9	731	311	58	4.4-	.19-
ENG TECH I	10	1,448	1,346	9	576	264	88	7.1-	.38-
LAB TECH II	10	1,287	1,346	9	99	242	81	4.5	.24
STORE MGR III	10	2,090	1,346	2	2	230	21	35.6-	3.23-
FORESTRY TECH I	10	1,334	1,346	9	54	261	87	.8	.04
GRADE 11 CLASSES	11	1,573	1,458	9	426	241	41	7.4-	.47-
COMPUTER PROG I	11	1,500	1,458	9	99	243	81	2.8-	.17-
CHEMIST I	11	1,471	1,458	9	36	215	72	.9-	.06-
ACCOUNTANT I	11	1,549	1,458	9	207	158	53	5.9-	.57-
RT OF WAY AGT II	11	1,828	1,458	7	84	215	81	20.3-	1.72-
GRADE 12 CLASSES	12	1,797	1,583	9	2,366	418	53	12.0-	.51-
LAB SUPVR I	12	2,191	1,583	6	132	488	199	27.8-	1.24-
PROF NURSE I	12	1,481	1,583	9	198	190	63	6.8	.53
ACCOUNTANT II	12	1,850	1,583	8	408	206	73	14.5-	1.29-
EMPL SPECIALIST	12	1,689	1,583	9	423	181	60	6.3-	.58-
INVESTIGATOR II	12	1,687	1,583	7	126	227	86	6.2-	.45-
SOCIAL WRKR II	12	1,716	1,583	9	990	258	86	7.8-	.51-
COMP OPR SUPV II	12	2,276	1,583	8	64	638	226	30.5-	1.08-
GAME AREA MGR	12	1,530	1,583	5	25	331	148	3.4	.16

TOTAL COMPENSATION - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 13 CLASSES	13	1,959	1,719	9	2,100	303	37	12.3-	.79-
ARCHITECT	13	1,967	1,719	3	3	148	85	12.7-	1.67-
ENG TECH III	13	1,931	1,719	9	621	302	101	11.0-	.70-
COMPUTER PROG II	13	1,723	1,719	9	180	327	109	.3-	.01-
CHEMIST III	13	1,989	1,719	9	63	302	101	13.6-	.89-
FISH WILD BIO II	13	1,986	1,719	7	175	145	55	13.5-	1.84-
RESEARCH SPEC II	13	1,914	1,719	5	115	122	54	10.2-	1.59-
ORIEN THER BLIND I	13	1,957	1,719	4	16	243	121	12.2-	.97-
TRAINING OFCR III	13	1,961	1,719	9	54	251	84	12.4-	.96-
RT OF WAY AGT IV	13	2,389	1,719	7	28	407	154	28.1-	1.64-
COMTY ORG WRKR III	13	1,968	1,719	2	30	129	91	12.7-	1.93-
HWY PATROL OFCR II	13	1,779	1,719	5	815	87	39	3.4-	.68-
GRADE 14 CLASSES	14	2,099	1,877	9	2,191	336	31	10.6-	.66-
DESIGNER III	14	2,142	1,877	6	114	486	199	12.4-	.54-
PROG ANALYST II	14	2,109	1,877	7	126	251	95	11.1-	.92-
FISH WILD BIO III	14	2,274	1,877	7	63	245	92	17.5-	1.62-
RESEARCH SPEC III	14	2,212	1,877	4	44	160	80	15.2-	2.09-
PHARMACIST	14	2,154	1,877	8	40	185	65	12.9-	1.49-
PROF NURSE III	14	1,873	1,877	9	297	250	83	.2	.01
MEDIC TECHNOL II	14	1,746	1,877	8	80	346	122	7.5	.37
ACCOUNTANT SUPV I	14	2,186	1,877	9	225	258	86	14.2-	1.19-

TOTAL COMPENSATION - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
INFORM OFCR II	14	1,852	1,877	9	153	295	98	1.3	.08
TRAINING OFCR SUPV	14	2,445	1,877	8	32	205	72	23.3-	2.77-
PERSONNEL OFCR I	14	2,206	1,877	8	72	329	116	15.0-	1.00-
INSP NURS HOSP II	14	1,857	1,877	4	24	230	115	1.0	.08
REVIEW APPRAISER	14	1,995	1,877	8	24	472	167	6.0-	.25-
PILOT II	14	2,109	1,877	9	27	283	94	11.1-	.81-
PLANNER IV	14	2,272	1,877	9	144	340	113	17.4-	1.16-
HWY PATROL SGT	14	2,159	1,877	7	686	204	77	13.1-	1.38-
GRADE 15 CLASSES	15	2,342	2,041	9	1,149	373	39	12.9-	.80-
ENVIRON ENGR III	15	2,431	2,041	9	36	475	158	16.1-	.82-
FORESTRY SUPVR I	15	1,896	2,041	8	56	212	75	7.6	.68
PSYCHOLOGIST III	15	2,183	2,041	7	70	322	122	6.6-	.44-
PUB HLTH NUR CNS I	15	2,236	2,041	5	25	168	75	8.8-	1.16-
EDUC PROG CONS II	15	2,353	2,041	6	186	270	110	13.3-	1.15-
LAWYER II	15	2,270	2,041	7	63	210	79	10.1-	1.09-
ACCOUNTANT SUPV II	15	2,640	2,041	9	90	374	125	22.7-	1.60-
PERSONNEL OFCR II	15	2,670	2,041	8	24	413	146	23.6-	1.52-
FIELD PROJECT MGR	15	2,217	2,041	7	203	215	81	8.0-	.81-
SOCL WRKR SUPV III	15	2,225	2,041	9	162	352	117	8.3-	.52-
SOFTWARE SPECL II	15	2,383	2,041	9	36	328	109	14.4-	1.04-
HWY PTRL LIEUTNT	15	2,523	2,041	6	198	283	116	19.2-	1.70-

TOTAL COMPENSATION - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 16 CLASSES	16	2,720	2,267	9	309	484	86	16.7-	.93-
FISH WILD BIO SUPV	16	2,597	2,267	6	30	109	44	12.8-	3.02-
EDUC PROG MGR I	16	2,809	2,267	5	50	543	243	19.3-	.99-
ADM CENT SER DV II	16	2,368	2,267	5	125	480	215	4.3-	.21-
DATA PROC MGR II	16	2,936	2,267	9	27	573	191	22.8-	1.16-
HWY PTRL CAPTAIN	16	2,739	2,267	7	77	467	177	17.3-	1.01-
GRADE 17 CLASSES	17	2,876	2,467	9	148	498	88	14.3-	.82-
PSYCHOLOGIST V	17	2,878	2,467	7	98	331	125	14.3-	1.24-
NURSING SERVS DIR	17	2,519	2,467	8	16	326	115	2.1-	.15-
ADM RECLAMATN DIV	17	2,787	2,467	4	8	601	301	11.5-	.53-
DATA PROC MGR III	17	3,299	2,467	8	16	443	157	25.3-	1.87-
SUPERINT INSTIT I	17	2,835	2,467	5	10	576	258	13.0-	.63-
GRADE 18 CLASSES	18	3,383	2,690	7	146	548	141	20.5-	1.26-
SUPV DIV CONST SEC	18	3,622	2,690	7	70	541	204	25.8-	1.72-
ADM CENT SER DV IV	18	3,007	2,690	4	68	472	236	10.6-	.67-
ADM CMTY SERVS DIV	18	3,342	2,690	4	8	518	259	19.6-	1.25-
GRADE 19 CLASSES	19	3,247	2,933	9	147	553	127	9.7-	.56-
DENTIST	19	3,486	2,933	7	21	427	162	15.9-	1.29-
DST VET LVSTK INSP	19	2,822	2,933	6	12	561	229	3.9	.19

TOTAL COMPENSATION - FISCAL ANALYST STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
LAWYER IV	19	3,395	2,933	6	114	494	202	13.7-	.93-
GRADE 20 CLASSES	20	3,321	3,198	8	8	656	232	3.8-	.18-
ADM ENVIRON SCI DV	20	3,321	3,198	8	8	656	232	3.8-	.18-
GRADE 21 CLASSES	21	3,612	3,491	6	20	661	209	3.4-	.18-
ADM EMPL SECRTY DV	21	3,737	3,491	6	12	650	265	6.6-	.37-
SUPERINT INSTIT IV	21	3,424	3,491	4	8	728	364	1.9	.09
GRADE 22 CLASSES	22	4,016	3,811	5	5	771	345	5.2-	.26-
ADM CORRECTNS DIV	22	4,016	3,811	5	5	771	345	5.2-	.26-

TOTAL COMPENSATION - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
ARCHITECT	13	1.67-	12.7-
ENVIRON ENGR III	15	.82-	16.1-
SUPV DIV CONST SEC	18	1.72-	25.8-
ADM ENVIRON SCI DV	20	.18-	3.8-
ENGINEERING AND ARCHITECTURE PROFESSIONAL - AVERAGES -		1.09-	14.6-
COMPUTER PROG I	11	.17-	2.8-
COMPUTER PROG II	13	.01-	.3-
PROG ANALYST II	14	.92-	11.1-
SOFTWARE SPECL II	15	1.04-	14.4-
DATA PROC MGR II	16	1.16-	22.8-
DATA PROC MGR III	17	1.87-	25.3-
COMPUTER SCIENCE PROFESSIONAL - AVERAGES -		.86-	12.7-
FORESTRY SUPVR I	15	.68	7.6
FORESTRY AND AGRICULTURAL SCIENCES PROFESSIONAL - AVERAGES -		.68	7.6
FISH WILD BIO II	13	1.84-	13.5-
FISH WILD BIO III	14	1.62-	17.5-
FISH WILD BIO SUPV	16	3.02-	12.8-
BIOLOGICAL SCIENCES PROFESSIONAL - AVERAGES -		2.16-	14.6-

TOTAL COMPENSATION - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
CHEMIST I	11	.06-	.9-
CHEMIST III	13	.89-	13.6-
ADM RECLAMATN DIV	17	.53-	11.5-
OTHER PHYSICAL AND LIFE SCIENCES PROFESSIONAL - AVERAGES -		.49-	8.6-
SOCIAL WRKR II	12	.51-	7.8-
RESEARCH SPEC II	13	1.59-	10.2-
COMTY ORG WRKR III	13	1.93-	12.7-
RESEARCH SPEC III	14	2.09-	15.2-
PSYCHOLOGIST III	15	.44-	6.6-
SOCL WRKR SUPV III	15	.52-	8.3-
PSYCHOLOGIST V	17	1.24-	14.3-
ADM CMTY SERVS DIV	18	1.25-	19.6-
ADM CORRECTNS DIV	22	.26-	5.2-
BEHAVIORAL SCIENCES PROFESSIONAL - AVERAGES -		1.09-	11.1-
DENTIST	19	1.29-	15.9-
DENTISTRY PROFESSIONAL - AVERAGES -		1.29-	15.9-
DST VET LVSTK INSP	19	.19	3.9
VETERINARY MEDICINE PROFESSIONAL - AVERAGES -		.19	3.9

TOTAL COMPENSATION - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
PHARMACIST	14	1.49-	12.9-
PHARMACY PROFESSIONAL - AVERAGES -		1.49-	12.9-
PROF NURSE I	12	.53	6.8
PROF NURSE III	14	.01	.2
PUB HLTH NUR CNS I	15	1.16-	8.8-
NURSING SERVS DIR	17	.15-	2.1-
NURSING PROFESSIONAL - AVERAGES -		.19-	.9-
ORIEN THER BLIND I	13	.97-	12.2-
MEDIC TECHNOL II	14	.37	7.5
OTHER HEALTH PROFESSIONAL - AVERAGES -		.30-	2.3-
EDUC PROG CONS II	15	1.15-	13.3-
EDUC PROG MGR I	16	.99-	19.3-
EDUCATION PROFESSIONAL - AVERAGES -		1.07-	16.3-
LAWYER II	15	1.09-	10.1-
LAWYER IV	19	.93-	13.7-
LAW PROFESSIONAL - AVERAGES -		1.01-	11.9-
INFORM OFCR II	14	.08	1.3

TOTAL COMPENSATION - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
ART,PHOTOGRAPHY,JOURNALISM AND RADIO/TV PROFESSIONAL - AVERAGES -		.08	1.3
ACCOUNTANT I	11	.57-	5.9-
ACCOUNTANT II	12	1.29-	14.5-
ACCOUNTANT SUPV I	14	1.19-	14.2-
ACCOUNTANT SUPV II	15	1.60-	22.7-
ACCOUNTING PROFESSIONAL - AVERAGES -		1.16-	14.3-
EMPL SPECIALIST	12	.58-	6.3-
TRAINING OFCR III	13	.96-	12.4-
TRAINING OFCR SUPV	14	2.77-	23.3-
PERSONNEL OFCR I	14	1.00-	15.0-
PERSONNEL OFCR II	15	1.52-	23.6-
ADM CENT SER DV II	16	.21-	4.3-
ADM CENT SER DV IV	18	.67-	10.6-
ADM EMPL SECRTY DV	21	.37-	6.6-
GENERAL BUSINESS AND ECONOMICS PROFESSIONAL - AVERAGES -		1.01-	12.7-
INSP NURS HOSP II	14	.08	1.0
SUPERINT INSTIT I	17	.63-	13.0-
SUPERINT INSTIT IV	21	.09	1.9
HOSPITAL ADMINISTRATION PROFESSIONAL - AVERAGES -		.15-	3.3-

TOTAL COMPENSATION - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
INVESTIGATOR II	12	.45-	6.2-
HWY PATROL OFCR II	13	.68-	3.4-
HWY PATROL SGT	14	1.38-	13.1-
HWY PTRL LIEUTNT	15	1.70-	19.2-
HWY PTRL CAPTAIN	16	1.01-	17.3-
PROTECTIVE SERVICES PROFESSIONAL - AVERAGES -		1.04-	11.8-
PLANNER IV	14	1.16-	17.4-
PLANNING PROFESSIONAL - AVERAGES -		1.16-	17.4-
PILOT II	14	.81-	11.1-
AVIATION PROFESSIONAL - AVERAGES -		.81-	11.1-
SURVEY AIDE II	8	.16-	1.9-
DRAFTER III	9	1.16-	20.6-
ENG TECH I	10	.38-	7.1-
ENG TECH III	13	.70-	11.0-
DESIGNER III	14	.54-	12.4-
FIELD PROJECT MGR	15	.81-	8.0-
ENGINEERING AND ARCHITECTURE TECHNICAL - AVERAGES -		.62-	10.1-
COMP OPR SUPV II	12	1.08-	30.5-

TOTAL COMPENSATION - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
COMPUTER SCIENCE TECHNICAL - AVERAGES -		1.08-	30.5-
FARM/RANCH HAND II	8	.16	2.4
FORESTRY TECH I	10	.04	.8
GAME AREA MGR	12	.16	3.4
FORESTRY AND AGRICULTURAL SCIENCES TECHNICAL - AVERAGES -		.12	2.2
STAT TECH I	9	.42-	10.0-
MATHEMATICS TECHNICAL - AVERAGES -		.42-	10.0-
LAB AIDE I	6	.82	8.7
LAB TECH II	10	.24	4.5
LAB SUPVR I	12	1.24-	27.8-
OTHER PHYSICAL AND LIFE SCIENCES TECHNICAL - AVERAGES -		.06-	4.8-
HABIL AIDE I	7	.29	3.9
HABIL AIDE III	9	.07-	1.0-
BEHAVIORAL SCIENCES TECHNICAL - AVERAGES -		.11	1.4
MICROFILM CLK I	6	.34-	6.3-
ART,PHOTOGRAPHY,JOURNALISM AND RADIO/TV TECHNICAL - AVERAGES -		.34-	6.3-

TOTAL COMPENSATION - FISCAL ANALYST STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
PERSONNEL TECH I	9	.36	6.0
RT OF WAY AGT II	11	1.72-	20.3-
RT OF WAY AGT IV	13	1.64-	28.1-
REVIEW APPRAISER	14	.25-	6.0-
GENERAL BUSINESS TECHNICAL - AVERAGES -		.81-	12.1-
WORD PROC OP II	7	.25-	4.5-
GENERAL CLERICAL - AVERAGES -		.25-	4.5-
STORE MGR III	10	*	*
RETAIL SALES MISCELLANEOUS - AVERAGES -		*	*
HOME ATTENDANT	7	1.10	17.3
PERSONAL AND DOMESTIC MISCELLANEOUS - AVERAGES -		1.10	17.3
TOUR GUIDE II	5	1.06-	10.2-
MISCELLANEOUS SERVICES MISCELLANEOUS - AVERAGES -		1.06-	10.2-
FORESTRY WRKR II	7	.14-	2.9-
UNSKILLED/SEMI-SKILLED MISCELLANEOUS - AVERAGES -		.14-	2.9-

* SAMPLE SIZE IS TOO SMALL AND RESULTS COULD AFFECT AN ERRONEOUS REMEDY.

TOTAL COMPENSATION - FISCAL ANALYST STATES

GROUPED BY BROAD SKILL LEVEL

BROAD SKILL LEVEL	AVERAGE Z-SCORE	AVERAGE PERCENT ABOVE OR BELOW MEAN
ALL LEVELS	.48-	8.0-
PROFESSIONAL	.88-	10.3-
TECHNICAL	.40-	7.6-
CLERICAL	.25-	4.5-
MISCELLANEOUS	.03-	1.4

MINIMUM SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 5 CLASSES	5	663	602	10	30	152	48	9.3-	.40-
TOUR GUIDE II	5	663	602	10	30	152	48	9.3-	.40-
GRADE 6 CLASSES	6	647	653	16	292	110	21	.9	.05
LAB AIDE I	6	632	653	16	160	97	24	3.3	.21
MICROFILM CLK I	6	668	653	12	132	126	36	2.3-	.11-
GRADE 7 CLASSES	7	710	717	48	7,781	135	19	.9	.05
WORD PROC OP II	7	756	709	12	660	116	33	6.3-	.40-
HOME ATTENDANT	7	624	709	12	1,260	70	20	13.6	1.21
HABIL AIDE I	7	695	709	16	5,168	120	30	2.0	.11
FORESTRY WRKR II	7	778	709	9	693	192	64	8.9-	.35-
*SOCL SERVICE AIDE	7	717	750	48				4.6	
GRADE 8 CLASSES	8	803	769	16	1,412	111	23	4.3-	.30-
SURVEY AIDE II	8	799	769	14	1,302	102	27	3.8-	.29-
FARM/RANCH HAND II	8	809	769	10	110	128	41	5.0-	.31-
GRADE 9 CLASSES	9	898	851	52	2,563	153	20	5.3-	.30-
DRAFTER III	9	1,014	836	16	656	167	42	17.6-	1.06-
STAT TECH I	9	834	836	12	420	86	25	.2	.02
PERSONNEL TECH I	9	822	836	15	255	146	38	1.7	.09

MINIMUM SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
HABIL AIDE III	9	841	836	16	1,232	105	26	.6-	.04-
*CORRECTNL OFCR I	9	993	881	52				11.3-	
*ELIG TECH I	9	864	881	45				1.9	
GRADE 10 CLASSES	10	991	925	42	2,124	208	29	6.7-	.31-
ENG TECH I	10	970	909	16	1,440	164	41	6.3-	.37-
LAB TECH II	10	864	909	16	388	128	32	5.2	.35
STORE MGR III	10	1,069	909	7	84	236	89	15.0-	.67-
FORESTRY TECH I	10	970	909	14	252	283	76	6.3-	.21-
*ELIG TECH II	10	969	957	42				1.3-	
*ELIG TECH SUPVR	10	1,172	957	42				18.4-	
GRADE 11 CLASSES	11	1,086	1,029	52	1,380	149	19	5.3-	.38-
COMPUTER PROG I	11	1,080	990	16	432	155	39	8.4-	.58-
CHEMIST I	11	1,054	990	16	96	101	25	6.1-	.63-
ACCOUNTANT I	11	1,041	990	16	592	87	22	4.9-	.58-
RT OF WAY AGT II	11	1,229	990	13	260	180	50	19.5-	1.32-
*EMPLMT INTVWR	11	984	1,039	51				5.5	
*SOCL WRKR I	11	1,003	1,039	51				3.5	
*STATISTICIAN I	11	1,044	1,039	52				.5-	
*ACCOUNTANT I	11	1,065	1,039	52				2.5-	
*COMPUTER PROG I	11	1,087	1,039	52				4.5-	

MINIMUM SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
*CHEMIST I	11	1,062	1,039	52				2.2-	
*F & G WARDEN I	11	1,090	1,039	49				4.7-	
*FORESTER I	11	1,101	1,039	45				5.7-	
*CLAIMS EXAMNR I	11	1,075	1,039	51				3.4-	
*PAR & PROB OFC I	11	1,110	1,039	52				6.4-	
*VOC REHAB CNSLR	11	1,108	1,039	52				6.3-	
*CORRECTNL SGT	11	1,138	1,039	51				8.7-	
*PLANNER I	11	1,154	1,039	50				10.0-	
*PERSNL ASSISTANT	11	1,058	1,039	52				1.8-	
*ECONOMIST I	11	1,178	1,039	39				11.8-	
GRADE 12 CLASSES	12	1,162	1,106	52	7,938	227	22	4.9-	.24-
LAB SUPVR I	12	1,265	1,078	12	456	294	86	14.8-	.63-
PROF NURSE I	12	1,052	1,078	16	1,120	121	30	2.4	.21
ACCOUNTANT II	12	1,225	1,078	16	1,056	138	34	12.0-	1.06-
EMPL SPECIALIST	12	1,114	1,078	16	2,106	159	40	3.3-	.22-
INVESTIGATOR II	12	1,177	1,078	11	473	178	54	8.5-	.55-
SOCIAL WRKR II	12	1,154	1,078	14	2,534	139	37	6.6-	.54-
COMP OPR SUPV II	12	1,362	1,078	15	195	299	77	20.9-	.94-
GAME AREA MGR	12	1,120	1,078	11	88	316	95	3.8-	.13-
*SANITARIAN I	12	1,053	1,131	50				7.4	
*PROF NURSE I	12	1,069	1,131	52				5.7	

MINIMUM SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
*PUB HLTH NURSE I	12	1,126	1,131	47				.4	
*EMPLMT CNSLR I	12	1,158	1,131	51				2.4-	
*ENVIRON SPECLST I	12	1,083	1,131	48				4.4	
*LIBRARIAN I	12	1,094	1,131	52				3.3	
*PURCHSG AGT I	12	1,126	1,131	50				.4	
*CIVIL ENGR I	12	1,280	1,131	52				11.7-	
*PERSNL SPECLST I	12	1,307	1,131	42				13.5-	
GRADE 13 CLASSES	13	1,316	1,204	52	10,076	221	19	8.6-	.50-
ARCHITECT	13	1,366	1,175	9	72	268	89	14.0-	.71-
ENG TECH III	13	1,185	1,175	15	1,275	158	41	.9-	.06-
COMPUTER PROG II	13	1,233	1,175	16	864	182	45	4.8-	.31-
CHEMIST III	13	1,333	1,175	16	160	172	43	11.9-	.91-
FISH WILD BIO II	13	1,242	1,175	14	420	116	31	5.4-	.57-
RESEARCH SPEC II	13	1,316	1,175	12	264	247	71	10.8-	.57-
ORIEN THER BLIND I	13	1,260	1,175	8	40	167	59	6.8-	.50-
TRAINING OFCR III	13	1,342	1,175	15	210	204	53	12.5-	.81-
RT OF WAY AGT IV	13	1,548	1,175	13	169	279	77	24.1-	1.33-
COMTY ORG WRKR III	13	1,433	1,175	7	1,022	287	108	18.1-	.89-
HWY PATROL OFCR II	13	1,253	1,175	9	5,580	173	58	6.3-	.45-
*COMPLNCE OFC IV	13	1,396	1,230	41				11.9-	
*PHYSICAL THRPST I	13	1,121	1,230	52				9.7	

MINIMUM SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
*SANITARIAN II	13	1,231	1,230	50				.1-	
*CVL DEFNSE OFCR I	13	1,316	1,230	40				6.6-	
*MGMT ANALYST I	13	1,340	1,230	49				8.3-	
*SOCL WRKR III	13	1,191	1,230	49				3.2	
*SOCL WRKR SUPVR I	13	1,326	1,230	50				7.3-	
*COMPLNCE OFCR IV	13	1,189	1,230	37				3.4	
*CHEMIST III	13	1,302	1,230	51				5.6-	
*PAR & PRB OFC III	13	1,411	1,230	51				12.9-	
*PURCHSG AGT II	13	1,546	1,230	49				20.5-	
*PROG/ANALYST I	13	1,466	1,230	52				16.1-	
GRADE 14 CLASSES	14	1,412	1,314	52	6,837	233	16	7.0-	.42-
DESIGNER III	14	1,346	1,287	12	516	322	93	4.4-	.18-
PROG ANALYST II	14	1,425	1,287	14	672	177	47	9.7-	.77-
FISH WILD BIO III	14	1,393	1,287	16	192	130	38	7.7-	.81-
RESEARCH SPEC III	14	1,495	1,287	10	180	284	90	14.0-	.73-
PHARMACIST	14	1,443	1,287	15	195	195	50	10.9-	.80-
PROF NURSE III	14	1,240	1,287	16	1,792	133	33	3.7	.35
MEDIC TECHNOL II	14	1,157	1,287	14	294	147	39	11.2	.88
ACCOUNTANT SUPV I	14	1,427	1,287	15	510	205	53	9.9-	.68-
INFORM OFCR II	14	1,283	1,287	16	192	272	68	.3	.01
TRAINING OFCR SUPV	14	1,582	1,287	12	48	241	70	18.7-	1.22-

MINIMUM SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
PERSONNEL OFCR I	14	1,430	1,287	15	195	215	55	10.0-	.66-
INSP NURS HOSP II	14	1,352	1,287	9	99	194	65	4.9-	.33-
REVIEW APPRAISER	14	1,337	1,287	15	240	235	61	3.8-	.21-
PILOT II	14	1,409	1,287	16	48	196	49	8.7-	.62-
PLANNER IV	14	1,533	1,287	13	247	273	76	16.1-	.90-
HWY PATROL SGT	14	1,370	1,287	13	1,417	184	51	6.1-	.45-
*PROF NURSE III	14	1,270	1,353	52				6.5	
*EMPLMT MGR I	14	1,320	1,353	51				2.5	
*F & G WARD SUPV I	14	1,354	1,353	48				.1-	
*PHYSCAL THRPST II	14	1,333	1,353	46				1.5	
*FORESTER IV	14	1,429	1,353	45				5.4-	
*STATISTICIAN IV	14	1,392	1,353	50				2.9-	
*ACCOUNTANT SUPV I	14	1,445	1,353	51				6.4-	
*AUDITOR IV	14	1,563	1,353	51				13.5-	
*COMPUTER PROG III	14	1,590	1,353	45				15.0-	
*HEARINGS OFCR II	14	1,612	1,353	52				16.1-	
*CIVIL ENGR III	14	1,681	1,353	52				19.6-	
GRADE 15 CLASSES	15	1,591	1,437	52	3,223	259	20	9.7-	.59-
ENVIRON ENGR III	15	1,617	1,404	16	176	231	58	13.2-	.92-
FORESTRY SUPVR I	15	1,362	1,404	13	260	246	68	3.0	.17
PSYCHOLOGIST III	15	1,585	1,404	14	168	267	71	11.5-	.67-

MINIMUM SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
PUB HLTH NUR CNS I	15	1,422	1,404	11	99	197	58	1.3-	.09-
EDUC PROG CONS II	15	1,701	1,404	11	396	317	96	17.5-	.93-
LAWYER II	15	1,682	1,404	12	216	238	69	16.6-	1.16-
ACCOUNTANT SUPV II	15	1,641	1,404	16	208	269	67	14.5-	.88-
PERSONNEL OFCR II	15	1,680	1,404	14	70	297	80	16.5-	.92-
FIELD PROJECT MGR	15	1,539	1,404	13	650	324	90	8.8-	.41-
SOCL WRKR SUPV III	15	1,485	1,404	13	450	168	43	5.5-	.48-
SOFTWARE SPECL II	15	1,539	1,404	15	150	135	35	8.8-	1.00-
HWY PTRL LIEUTNT	15	1,556	1,404	12	480	245	71	9.8-	.62-
*LIBRARIAN IV	15	1,364	1,474	51				8.0	
*PHYSCAL THRPY SUP	15	1,484	1,474	38				.7-	
*ENVIRN SPCLST IV	15	1,436	1,474	46				2.6	
*MGMT ANALYST III	15	1,633	1,474	44				9.8-	
*ECONOMIST IV	15	1,706	1,474	33				13.6-	
*PLANNER V	15	1,695	1,474	50				13.1-	
*SANITARIAN IV	15	1,766	1,474	48				16.6-	
*PROG/ANALYST III	15	1,775	1,474	51				17.0-	
*CVL DFNSE OFCR II	15	1,580	1,474	45				6.8-	
*PERSNL SPCLST SUP	15	1,576	1,474	52				6.5-	
*CHF SRPLS PROP BU	15	1,747	1,474	46				15.7-	
GRADE 16 CLASSES	16	1,890	1,573	51	715	319	42	16.8-	.99-

MINIMUM SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
FISH WILD BIO SUPV	16	1,597	1,533	13	117	219	61	4.1-	.29-
EDUC PROG MGR I	16	1,980	1,533	8	72	357	126	22.6-	1.25-
ADM CENT SER DV II	16	1,539	1,533	10	220	286	90	.4-	.02-
DATA PROC MGR II	16	1,870	1,533	15	150	266	69	18.1-	1.26-
HWY PTRL CAPTAIN	16	1,751	1,533	13	156	332	92	12.5-	.65-
*CHF STAT RES BUR	16	1,877	1,607	47				14.4-	
*PSYCHOLOGIST IV	16	1,675	1,607	49				4.1-	
*CIVIL ENGR V	16	2,110	1,607	48				23.9-	
*ENVIRON ENGR IV	16	2,236	1,607	46				28.2-	
*F & G WRD SUPV II	16	1,920	1,607	47				16.4-	
*DATA PROC MGR II	16	2,262	1,607	51				29.0-	
GRADE 17 CLASSES	17	2,043	1,722	52	411	343	45	15.8-	.93-
PSYCHOLOGIST V	17	1,919	1,673	14	168	223	60	12.9-	1.10-
NURSING SERVS DIR	17	1,614	1,673	15	75	228	59	3.6	.25
ADM RECLAMATN DIV	17	1,812	1,673	6	6	395	161	7.7-	.35-
DATA PROC MGR III	17	2,100	1,673	15	135	276	71	20.4-	1.54-
SUPERINT INSTIT I	17	1,914	1,673	9	27	467	156	12.6-	.51-
*SUPVR BENFS SECT	17	1,862	1,752	52				6.0-	
*NURSING SERVS DIR	17	1,695	1,752	51				3.3	
*CHF NURSING BUR	17	1,922	1,752	47				8.9-	
*CHF REHAB SVS BUR	17	2,679	1,752	52				34.7-	

MINIMUM SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
*CHF FISCAL BUREAU	17	2,004	1,752	51				12.6-	
*CHF PAR & PRB BUR	17	2,162	1,752	43				19.0-	
*ADMIN PURCHSG DIV	17	2,310	1,752	51				24.2-	
*CHF SOCL SERVS BU	17	2,555	1,752	50				31.5-	
GRADE 18 CLASSES	18	2,242	1,876	49	359	371	69	16.4-	.98-
SUPV DIV CONST SEC	18	2,152	1,827	14	238	209	56	15.2-	1.55-
ADM CENT SER DV IV	18	1,831	1,827	7	105	307	116	.3-	.01-
ADM CMTY SERVS DIV	18	2,327	1,827	8	16	506	179	21.5-	.98-
*HOSPTL ADMIN I	18	2,123	1,912	33				10.0-	
*STATE LIBRARIAN	18	2,256	1,912	45				15.3-	
*ADMIN LAB DIV	18	2,381	1,912	49				19.7-	
*ADMIN PLANNING DV	18	2,565	1,912	38				25.5-	
GRADE 19 CLASSES	19	2,356	2,042	51	489	412	68	13.4-	.76-
DENTIST	19	2,243	1,997	14	84	334	89	11.0-	.73-
DST VET LVSTK INSP	19	1,682	1,997	13	65	246	68	18.7	1.28
LAWYER IV	19	2,294	1,997	10	340	344	109	13.0-	.86-
*ADMIN FORESTRY DV	19	2,344	2,088	46				11.0-	
*CHF EMPLMT SVS BU	19	2,568	2,088	51				18.7-	
*ADMIN PERSNL DIV	19	3,042	2,088	51				31.4-	

MINIMUM SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 20 CLASSES	20	2,390	2,247	44	13	419	116	6.0-	.34-
ADM ENVIRON SCI DV	20	2,235	2,182	13	13	419	116	2.4-	.12-
*HOSPTL ADMIN II	20	2,370	2,280	27				3.8-	
*ADM ENVIRON SC DV	20	2,566	2,280	44				11.2-	
GRADE 21 CLASSES	21	2,378	2,421	51	34	461	109	1.8	.09
ADM EMPL SECRTY DV	21	2,498	2,386	10	10	498	158	4.5-	.22-
SUPERINT INSTIT IV	21	2,344	2,386	8	24	426	150	1.7	.09
*SUPERIN INSTIT IV	21	2,277	2,491	51				9.3	
GRADE 22 CLASSES	22	2,760	2,610	10	10	463	146	5.5-	.32-
ADM CORRECTNS DIV	22	2,760	2,610	10	10	463	146	5.5-	.32-

* CLASS SURVEY BY THE U.S. OFFICE OF PERSONNEL MANAGEMENT STATE SALARY SURVEY. ESTIMATED EMPLOYEES, STANDARD DEVIATIONS, STANDARD ERRORS AND Z-SCORES ARE NOT AVAILABLE FOR THESE CLASSES. STATE OF MONTANA SALARIES WITHIN A GRADE LEVEL DIFFER BECAUSE OF THE DIFFERENT PAY SCALES THAT WERE IN EFFECT AT THE TIME THE TWO SURVEYS WERE CONDUCTED.

MINIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
*CIVIL ENGR I	12		11.7-
ARCHITECT	13	.71-	14.0-
*CIVIL ENGR III	14		19.6-
ENVIRON ENGR III	15	.92-	13.2-
*CIVIL ENGR V	16		23.9-
*ENVIRON ENGR IV	16		28.2-
SUPV DIV CONST SEC	18	1.55-	15.2-
ADM ENVIRON SCI DV	20	.12-	2.4-
*ADM ENVIRON SC DV	20		11.2-
ENGINEERING AND ARCHITECTURE PROFESSIONAL - AVERAGES -		.82-	15.4-
COMPUTER PROG I	11	.58-	8.4-
*COMPUTER PROG I	11		4.5-
COMPUTER PROG II	13	.31-	4.8-
*PROG/ANALYST I	13		16.1-
PROG ANALYST II	14	.77-	9.7-
*COMPUTER PROG III	14		15.0-
SOFTWARE SPECL II	15	1.00-	8.8-
*PROG/ANALYST III	15		17.0-
DATA PROC MGR II	16	1.26-	18.1-
*DATA PROC MGR II	16		29.0-
DATA PROC MGR III	17	1.54-	20.4-

MINIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
COMPUTER SCIENCE PROFESSIONAL - AVERAGES -		.91-	13.8-
*FORESTER I	11		5.7-
*FORESTER IV	14		5.4-
FORESTRY SUPVR I	15	.17	3.0
*ADMIN FORESTRY DV	19		11.0-
FORESTRY AND AGRICULTURAL SCIENCES PROFESSIONAL - AVERAGES -		.17	4.7-
FISH WILD BIO II	13	.57-	5.4-
FISH WILD BIO III	14	.81-	7.7-
FISH WILD BIO SUPV	16	.29-	4.1-
BIOLOGICAL SCIENCES PROFESSIONAL - AVERAGES -		.55-	5.7-
CHEMIST I	11	.63-	6.1-
*STATISTICIAN I	11		.5-
*CHEMIST I	11		2.2-
*SANITARIAN I	12		7.4
*ENVIRON SPECLST I	12		4.4
CHEMIST III	13	.91-	11.9-
*SANITARIAN II	13		.1-
*CHEMIST III	13		5.6-
*STATISTICIAN IV	14		2.9-

MINIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
*ENVIRN SPCLST IV	15		2.6
*SANITARIAN IV	15		16.6-
*CHF STAT RES BUR	16		14.4-
ADM RECLAMATN DIV	17	.35-	7.7-
*ADMIN LAB DIV	18		19.7-
OTHER PHYSICAL AND LIFE SCIENCES PROFESSIONAL - AVERAGES -		.63-	5.2-
*SOCL WRKR I	11		3.5
*PAR & PROB OFC I	11		6.4-
*VOC REHAB CNSLR	11		6.3-
SOCIAL WRKR II	12	.54-	6.6-
*EMPLMT CNSLR I	12		2.4-
RESEARCH SPEC II	13	.57-	10.8-
COMTY ORG WRKR III	13	.89-	18.1-
*SOCL WRKR III	13		3.2
*SOCL WRKR SUPVR I	13		7.3-
*PAR & PRB OFC III	13		12.9-
RESEARCH SPEC III	14	.73-	14.0-
PSYCHOLOGIST III	15	.67-	11.5-
SOCL WRKR SUPV III	15	.48-	5.5-
*PSYCHOLOGIST IV	16		4.1-
PSYCHOLOGIST V	17	1.10-	12.9-

MINIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
*CHF REHAB SVS BUR	17		34.7-
*CHF PAR & PRB BUR	17		19.0-
*CHF SOCL SERVS BU	17		31.5-
ADM CMTY SERVS DIV	18	.98-	21.5-
ADM CORRECTNS DIV	22	.32-	5.5-
BEHAVIORAL SCIENCES PROFESSIONAL - AVERAGES -		.69-	11.2-
DENTIST	19	.73-	11.0-
DENTISTRY PROFESSIONAL - AVERAGES -		.73-	11.0-
DST VET LVSTK INSP	19	1.28	18.7
VETERINARY MEDICINE PROFESSIONAL - AVERAGES -		1.28	18.7
PHARMACIST	14	.80-	10.9-
PHARMACY PROFESSIONAL - AVERAGES -		.80-	10.9-
PROF NURSE I	12	.21	2.4
*PROF NURSE I	12		5.7
*PUB HLTH NURSE I	12		.4
PROF NURSE III	14	.35	3.7
*PROF NURSE III	14		6.5
PUB HLTH NUR CNS I	15	.09-	1.3-

MINIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
NURSING SERVS DIR	17	.25	3.6
*NURSING SERVS DIR	17		3.3
*CHF NURSING BUR	17		8.9-
NURSING PROFESSIONAL - AVERAGES -		.18	1.7
ORIEN THER BLIND I	13	.50-	6.8-
*PHYSICAL THRPST I	13		9.7
MEDIC TECHNOL II	14	.88	11.2
*PHYSCAL THRPST II	14		1.5
*PHYSCAL THRPY SUP	15		.7-
OTHER HEALTH PROFESSIONAL - AVERAGES -		.19	2.9
EDUC PROG CONS II	15	.93-	17.5-
EDUC PROG MGR I	16	1.25-	22.6-
EDUCATION PROFESSIONAL - AVERAGES -		1.09-	20.0-
*LIBRARIAN I	12		3.3
*LIBRARIAN IV	15		8.0
*STATE LIBRARIAN	18		15.3-
LIBRARY AND ARCHIVAL SCIENCES PROFESSIONAL - AVERAGES -			1.3-
LAWYER II	15	1.16-	16.6-

MINIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
LAWYER IV	19	.86-	13.0-
LAW PROFESSIONAL - AVERAGES -		1.01-	14.8-
INFORM OFCR II	14	.01	.3
ART, PHOTOGRAPHY, JOURNALISM AND RADIO/TV PROFESSIONAL - AVERAGES -		.01	.3
ACCOUNTANT I	11	.58-	4.9-
*ACCOUNTANT I	11		2.5-
ACCOUNTANT II	12	1.06-	12.0-
ACCOUNTANT SUPV I	14	.68-	9.9-
*ACCOUNTANT SUPV I	14		6.4-
*AUDITOR IV	14		13.5-
ACCOUNTANT SUPV II	15	.88-	14.5-
*CHF FISCAL BUREAU	17		12.6-
ACCOUNTING PROFESSIONAL - AVERAGES -		.80-	9.5-
*EMPLMT INTVWR	11		5.5
*CLAIMS EXAMNR I	11		3.4-
*PERSNL ASSISTANT	11		1.8-
*ECONOMIST I	11		11.8-
EMPL SPECIALIST	12	.22-	3.3-
*PERSNL SPECLST I	12		13.5-

MINIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
TRAINING OFCR III	13	.81-	12.5-
*COMPLNCE OFC IV	13		11.9-
*CVL DEFNSE OFCR I	13		6.6-
*MGMT ANALYST I	13		8.3-
*COMPLNCE OFCR IV	13		3.4
*PURCHSG AGT II	13		20.5-
TRAINING OFCR SUPV	14	1.22-	18.7-
PERSONNEL OFCR I	14	.66-	10.0-
*EMPLMT MGR I	14		2.5
*HEARINGS OFCR II	14		16.1-
PERSONNEL OFCR II	15	.92-	16.5-
*MGMT ANALYST III	15		9.8-
*ECONOMIST IV	15		13.6-
*CVL DFNSE OFCR II	15		6.8-
*PERSNL SPCLST SUP	15		6.5-
*CHF SRPLS PROP BU	15		15.7-
ADM CENT SER DV II	16	.02-	.4-
*SUPVR BENFS SECT	17		6.0-
*ADMIN PURCHSG DIV	17		24.2-
ADM CENT SER DV IV	18	.01-	.3-
*CHF EMPLMT SVS BU	19		18.7-
*ADMIN PERSNL DIV	19		31.4-

MINIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
ADM EMPL SECRTY DV	21	.22-	4.5-
GENERAL BUSINESS AND ECONOMICS PROFESSIONAL - AVERAGES -		.51-	9.7-
INSP NURS HOSP II	14	.33-	4.9-
SUPERINT INSTIT I	17	.51-	12.6-
*HOSPTL ADMIN I	18		10.0-
*HOSPTL ADMIN II	20		3.8-
SUPERINT INSTIT IV	21	.09	1.7
*SUPERIN INSTIT IV	21		9.3
HOSPITAL ADMINISTRATION PROFESSIONAL - AVERAGES -		.25-	3.3-
*F & G WARDEN I	11		4.7-
*CORRECTNL SGT	11		8.7-
INVESTIGATOR II	12	.55-	8.5-
HWY PATROL OFCR II	13	.45-	6.3-
HWY PATROL SGT	14	.45-	6.1-
*F & G WARD SUPV I	14		.1-
HWY PTRL LIEUTNT	15	.62-	9.8-
HWY PTRL CAPTAIN	16	.65-	12.5-
*F & G WRD SUPV II	16		16.4-
PROTECTIVE SERVICES PROFESSIONAL - AVERAGES -		.54-	8.1-

MINIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
*PLANNER I	11		10.0-
PLANNER IV	14	.90-	16.1-
*PLANNER V	15		13.1-
*ADMIN PLANNING DV	18		25.5-
PLANNING PROFESSIONAL - AVERAGES -		.90-	16.1-
PILOT II	14	.62-	8.7-
AVIATION PROFESSIONAL - AVERAGES -		.62-	8.7-
SURVEY AIDE II	8	.29-	3.8-
DRAFTER III	9	1.06-	17.6-
ENG TECH I	10	.37-	6.3-
ENG TECH III	13	.06-	.9-
DESIGNER III	14	.18-	4.4-
FIELD PROJECT MGR	15	.41-	8.8-
ENGINEERING AND ARCHITECTURE TECHNICAL - AVERAGES -		.39-	6.9-
COMP OPR SUPV II	12	.94-	20.9-
COMPUTER SCIENCE TECHNICAL - AVERAGES -		.94-	20.9-
FARM/RANCH HAND II	8	.31-	5.0-
FORESTRY TECH I	10	.21-	6.3-

MINIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
GAME AREA MGR	12	.13-	3.8-
FORESTRY AND AGRICULTURAL SCIENCES TECHNICAL - AVERAGES -		.21-	5.0-
STAT TECH I	9	.02	.2
MATHEMATICS TECHNICAL - AVERAGES -		.02	.2
LAB AIDE I	6	.21	3.3
LAB TECH II	10	.35	5.2
LAB SUPVR I	12	.63-	14.8-
OTHER PHYSICAL AND LIFE SCIENCES TECHNICAL - AVERAGES -		.02-	2.1-
HABIL AIDE I	7	.11	2.0
*SOCL SERVICE AIDE	7		4.6
HABIL AIDE III	9	.04-	.6-
*ELIG TECH I	9		1.9
*ELIG TECH II	10		1.3-
*ELIG TECH SUPVR	10		18.4-
BEHAVIORAL SCIENCES TECHNICAL - AVERAGES -		.03	1.9-
MICROFILM CLK I	6	.11-	2.3-
ART,PHOTOGRAPHY,JOURNALISM AND RADIO/TV TECHNICAL - AVERAGES -		.11-	2.3-

MINIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
PERSONNEL TECH I	9	.09	1.7
RT OF WAY AGT II	11	1.32-	19.5-
*PURCHSG AGT I	12		.4
RT OF WAY AGT IV	13	1.33-	24.1-
REVIEW APPRAISER	14	.21-	3.8-
GENERAL BUSINESS TECHNICAL - AVERAGES -		.69-	9.0-
*CORRECTNL OFCR I	9		11.3-
PROTECTIVE SERVICES TECHNICAL - AVERAGES -			11.3-
WORD PROC OP II	7	.40-	6.3-
GENERAL CLERICAL - AVERAGES -		.40-	6.3-
STORE MGR III	10	.67-	15.0-
RETAIL SALES MISCELLANEOUS - AVERAGES -		.67-	15.0-
HOME ATTENDANT	7	1.21	13.6
PERSONAL AND DOMESTIC MISCELLANEOUS - AVERAGES -		1.21	13.6
TOUR GUIDE II	5	.40-	9.3-
MISCELLANEOUS SERVICES MISCELLANEOUS - AVERAGES -		.40-	9.3-

MINIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
FORESTRY WRKR II	7	.35-	8.9-
UNSKILLED/SEMI-SKILLED MISCELLANEOUS - AVERAGES -		.35-	8.9-

* CLASS SURVEYED BY THE U.S. OFFICE OF PERSONNEL MANAGEMENT STATE SALARY SURVEY. Z-SCORES ARE NOT AVAILABLE FOR THESE CLASSES.

MINIMUM SALARIES - ALL SURVEY STATES

GROUPED BY BROAD SKILL LEVEL

BROAD SKILL LEVEL	AVERAGE Z-SCORE	AVERAGE PERCENT ABOVE OR BELOW MEAN
ALL LEVELS	.42-	7.3-
PROFESSIONAL	.54-	8.3-
TECHNICAL	.32-	5.7-
CLERICAL	.40-	6.3-
MISCELLANEOUS	.05-	4.9-

MAXIMUM SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 5 CLASSES	5	879	802	10	30	160	51	8.8-	.48-
TOUR GUIDE II	5	879	802	10	30	160	51	8.8-	.48-
GRADE 6 CLASSES	6	856	868	16	292	112	21	1.4	.10
LAB AIDE I	6	838	868	16	160	87	22	3.5	.34
MICROFILM CLK I	6	879	868	12	132	139	40	1.3-	.07-
GRADE 7 CLASSES	7	940	951	48	7,781	146	21	1.1	.07
WORD PROC OP II	7	1,006	940	12	660	115	33	6.6-	.57-
HOME ATTENDANT	7	844	940	12	1,260	62	18	11.3	1.54
HABIL AIDE I	7	925	940	16	5,168	115	29	1.6	.13
FORESTRY WRKR II	7	994	940	9	693	234	78	5.5-	.23-
*SOCL SERVICE AIDE	7	949	997	48				5.0	
GRADE 8 CLASSES	8	1,058	1,019	16	1,412	99	20	3.7-	.39-
SURVEY AIDE II	8	1,071	1,019	14	1,302	84	22	4.9-	.61-
FARM RANCH HAND	8	1,040	1,019	10	110	119	38	2.1-	.17-
GRADE 9 CLASSES	9	1,207	1,128	52	2,563	181	24	6.6-	.43-
DRAFTER III	9	1,362	1,107	16	656	175	44	18.8-	1.45-
STAT TECH I	9	1,141	1,107	12	420	163	47	3.0-	.20-
PERSONNEL TECH I	9	1,102	1,107	15	255	155	40	.4	.03

MAXIMUM SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
HABIL AIDE III	9	1,133	1,107	16	1,232	99	25	2.3-	.26-
*CORRECTNL OFCR I	9	1,316	1,169	52				11.2-	
*ELIG TECH I	9	1,168	1,169	45					
GRADE 10 CLASSES	10	1,330	1,224	42	2,124	227	31	8.0-	.46-
ENG TECH I	10	1,297	1,203	16	1,440	170	43	7.3-	.55-
LAB TECH II	10	1,163	1,203	16	388	150	38	3.4	.26
STORE MGR III	10	1,415	1,203	7	84	320	121	15.0-	.66-
FORESTRY TECH I	10	1,285	1,203	14	252	271	73	6.4-	.30-
*ELIG TECH II	10	1,308	1,267	42				3.2-	
*ELIG TECH SUPVR	10	1,593	1,267	42				20.5-	
GRADE 11 CLASSES	11	1,467	1,361	52	1,380	175	22	7.3-	.60-
COMPUTER PROG I	11	1,462	1,307	16	432	193	48	10.7-	.80-
CHEMIST I	11	1,416	1,307	16	96	109	27	7.7-	1.00-
ACCOUNTANT I	11	1,402	1,307	16	592	100	25	6.8-	.95-
RT OF WAY AGT II	11	1,660	1,307	13	260	175	49	21.3-	2.01-
*EMPLMT INTVWER	11	1,330	1,375	51				3.3	
*SOCL WRKR I	11	1,349	1,375	51				1.9	
*STATISTICIAN I	11	1,404	1,375	52				2.1-	
*ACCOUNTANT I	11	1,448	1,375	52				5.1-	
*COMPUTER PROG I	11	1,467	1,375	52				6.3-	

MAXIMUM SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
*CHEMIST I	11	1,428	1,375	52				3.8-	
*F & G WARDEN I	11	1,456	1,375	49				5.6-	
*FORESTER I	11	1,490	1,375	45				7.8-	
*CLAIMS EXMNR I	11	1,449	1,375	51				5.2-	
*PAR & PROB OFC I	11	1,499	1,375	52				8.3-	
*VOC REHAB CNSLR I	11	1,505	1,375	52				8.7-	
*CORRECTNL SGT	11	1,529	1,375	51				10.1-	
*PLANNER I	11	1,573	1,375	50				12.6-	
*PERSNL ASSISTANT	11	1,436	1,375	52				4.3-	
*ECONOMIST I	11	1,608	1,375	39				14.5-	
GRADE 12 CLASSES	12	1,567	1,461	52	7,938	291	28	6.8-	.36-
LAB SUPVR I	12	1,696	1,423	12	456	404	117	16.1-	.67-
PROF NURSE I	12	1,390	1,423	16	1,120	130	33	2.3	.25
ACCOUNTANT II	12	1,662	1,423	16	1,056	159	40	14.4-	1.50-
EMPL SPECIALIST	12	1,514	1,423	16	2,016	202	51	6.1-	.45-
INVESTIGATOR II	12	1,595	1,423	11	473	185	56	10.8-	.92-
SOCIAL WRKR II	12	1,572	1,423	14	2,534	149	40	9.5-	1.00-
COMP OPR SUPV II	12	1,855	1,423	15	195	414	107	23.3-	1.04-
GAME AREA MGR	12	1,489	1,423	11	88	340	102	4.5-	.19-
*SANITARIAN I	12	1,411	1,495	50				5.9	
*PROF NURSE I	12	1,437	1,495	52				4.0	

MAXIMUM SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
*PUB HLTH NURSE I	12	1,521	1,495	47				1.8-	
*EMPLMT CNSLR I	12	1,567	1,495	51				4.6-	
*ENVIRON SPECLST I	12	1,456	1,495	48				2.6	
*LIBRARIAN I	12	1,479	1,495	52				1.0	
*PURCHSG AGT I	12	1,521	1,495	50				1.8-	
*CIVIL ENGR I	12	1,722	1,495	52				13.2-	
*PERSNL SPECLST I	12	1,764	1,495	42				15.3-	
GRADE 13 CLASSES	13	1,785	1,588	52	10,076	255	22	11.1-	.77-
ARCHITECT	13	1,818	1,549	9	72	250	83	14.8-	1.07-
ENG TECH III	13	1,606	1,549	15	1,275	177	46	3.6-	.32-
COMPUTER PROG II	13	1,669	1,549	15	864	213	53	7.2-	.56-
CHEMIST III	13	1,802	1,549	16	160	163	41	14.1-	1.55-
FISH WILD BIO II	13	1,668	1,549	14	420	189	50	7.2-	.62-
RESEARCH SPEC II	13	1,742	1,549	12	264	270	78	11.1-	.71-
ORIEN THER BLIND I	13	1,644	1,549	8	40	220	78	5.8-	.43-
TRAINING OFCR III	13	1,834	1,549	15	210	225	58	15.6-	1.26-
RT OF WAY AGT IV	13	2,105	1,549	13	169	283	79	26.5-	1.96-
COMTY ORG WRKR III	13	1,893	1,549	7	1,022	317	120	18.2-	1.08-
HWY PATROL OFCR II	13	1,642	1,549	9	5,580	123	41	5.7-	.75-
*COMPLNCE OFCR IV	13	1,871	1,624	41				13.3-	
*PHYSICAL THRPST I	13	1,536	1,624	52				5.7	

MAXIMUM SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
*SANITARIAN II	13	1,666	1,624	50				2.6-	
*CVL DEFNSE OFCR I	13	1,794	1,624	40				9.5-	
*MGMT ANALYST I	13	1,819	1,624	49				10.8-	
*SOCL WRKR III	13	1,603	1,624	49				1.3	
*SOCL WRKR SUPVR I	13	1,812	1,624	50				10.4-	
*COMPLNCE OFCR IV	13	1,619	1,624	37				.3	
*CHEMIST III	13	1,919	1,624	51				15.4-	
*PAR & PRB OFC III	13	1,919	1,624	51				15.4-	
*PURCHSG AGT II	13	2,095	1,624	49				22.5-	
*PROG/ANALYST I	13	2,000	1,624	52				18.8-	
GRADE 14 CLASSES	14	1,915	1,732	52	6,837	272	18	9.6-	.67-
DESIGNER III	14	1,832	1,696	12	516	384	111	7.5-	.35-
PROG ANALYST II	14	1,944	1,696	14	672	203	54	12.8-	1.22-
FISH WILD BIO III	14	1,879	1,696	16	192	187	54	9.8-	.97-
RESEARCH SPEC III	14	1,974	1,696	10	180	313	99	14.1-	.88-
PHARMACIST	14	1,911	1,696	15	195	160	41	11.3-	1.34-
PROF NURSE III	14	1,689	1,696	16	1,792	191	48	.4	.03
MEDIC TECHNOL II	14	1,552	1,696	14	294	144	39	9.2	1.00
ACCOUNTANT SUPV I	14	1,942	1,696	15	510	253	65	12.7-	.97-
INFORM OFCR II	14	1,731	1,696	16	192	305	76	2.1-	.11-
TRAINING OFCR SUPV	14	2,157	1,696	12	48	219	63	21.4-	2.10-

MAXIMUM SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
PERSONNEL OFCR I	14	1,953	1,696	15	195	250	64	13.2-	1.02-
INSP NURS HOSP II	14	1,790	1,696	9	99	199	66	5.3-	.47-
REVIEW APPRAISER	14	1,808	1,696	15	240	255	66	6.2-	.43-
PILOT II	14	1,900	1,696	16	48	192	48	10.8-	1.06-
PLANNER IV	14	2,107	1,696	13	247	292	81	19.6-	1.40-
HWY PATROL SGT	14	1,829	1,696	13	1,417	170	47	7.3-	.78-
*PROF NURSE III	14	1,727	1,784	52				3.3	
*EMPLMT MGR I	14	1,804	1,784	51				1.2-	
*F & G WARD SUPV I	14	1,838	1,784	48				3.0-	
*PHYSCAL THRPST II	14	1,812	1,784	46				1.6-	
*FORESTER IV	14	1,957	1,784	45				8.9-	
*STATISTICIAN IV	14	1,898	1,784	50				6.1-	
*ACCOUNTANT SUPV I	14	1,977	1,784	51				9.8-	
*AUDITOR IV	14	2,135	1,784	51				16.5-	
*COMPUTER PROG III	14	2,149	1,784	45				17.0-	
*HEARINGS OFCR II	14	2,204	1,784	52				19.1-	
*CIVIL ENGR III	14	2,278	1,784	52				21.7-	
GRADE 15 CLASSES	15	2,159	1,893	52	3,223	309	24	12.4-	.86-
ENVIRON ENGR III	15	2,174	1,848	16	176	351	88	15.0-	.92-
FORESTRY SUPVR I	15	1,853	1,848	13	260	235	65	.3-	.02-
PSYCHOLOGIST III	15	2,151	1,848	14	168	318	85	14.1-	.95-

MAXIMUM SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
PUB HLTH NUR CNS I	15	1,929	1,848	11	99	274	83	4.2-	.29-
EDUC PROG CONS II	15	2,305	1,848	11	396	275	83	19.9-	1.66-
LAWYER II	15	2,272	1,848	12	216	225	65	18.7-	1.88-
ACCOUNTANT SUPV II	15	2,242	1,848	16	208	339	85	17.6-	1.16-
PERSONNEL OFCR II	15	2,309	1,848	14	70	348	93	20.0-	1.32-
FIELD PROJECT MGR	15	2,065	1,848	13	650	333	92	10.6-	.65-
SOCL WRKR SUPV III	15	2,015	1,848	15	450	207	53	8.3-	.80-
SOFTWARE SPECL II	15	2,097	1,848	15	150	209	54	11.9-	1.19-
HWY PTRL LIEUTNT	15	2,083	1,848	12	480	249	72	11.3-	.94-
*LIBRARIAN IV	15	1,862	1,942	51				4.2	
*PHYSCAL THRPY SUP	15	2,043	1,942	38				5.0-	
*ENVIRON SPCLST IV	15	1,959	1,942	46				.9-	
*MGMT ANALYST III	15	2,226	1,942	44				12.8-	
*ECONOMIST IV	15	2,304	1,942	33				15.8-	
*PLANNER V	15	2,296	1,942	50				15.5-	
*SANITARIAN IV	15	2,411	1,942	48				19.5-	
*PROG/ANALYST III	15	2,442	1,942	51				20.5-	
*CVL DFNSE OFC II	15	2,137	1,942	45				9.2-	
*PERSNL SPCLST SUP	15	2,155	1,942	52				9.9-	
*CHF SRPLS PROP BU	15	2,308	1,942	46				15.9-	
GRADE 16 CLASSES	16	2,556	2,071	51	715	389	51	19.0-	1.24-

MAXIMUM SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
FISH WILD BIO SUPV	16	2,158	2,016	13	117	265	73	6.6-	.53-
EDUC PROG MGR I	16	2,684	2,016	8	72	343	121	24.9-	1.94-
ADM CENT SER DV II	16	2,074	2,016	10	220	312	99	2.8-	.18-
DATA PROC MGR II	16	2,572	2,016	15	150	363	94	21.7-	1.53-
HWY PTRL CAPTAIN	16	2,344	2,016	13	156	354	98	14.0-	.92-
*CHF STAT RES BUR	16	2,549	2,117	47				17.0-	
*PSYCHOLOGIST IV	16	2,269	2,117	49				6.7-	
*CIVIL ENGR V	16	2,884	2,117	48				26.6-	
*ENVIRON ENGR IV	16	3,007	2,117	46				29.6-	
*F & G WRD SUPV II	16	2,607	2,117	47				18.8-	
*DATA PROC MGR II	16	2,992	2,117	51				29.3-	
GRADE 17 CLASSES	17	2,709	2,265	52	411	432	56	16.4-	1.02-
PSYCHOLOGIST V	17	2,578	2,199	14	168	305	81	14.8-	1.24-
NURSING SERVS DIR	17	2,192	2,199	15	75	293	76	.3	.02
ADM RECLAMATN DIV	17	2,477	2,199	6	6	423	173	11.3-	.65-
DATA PROC MGR III	17	2,835	2,199	15	135	379	98	22.5-	1.67-
SUPERINT INSTIT I	17	2,620	2,199	9	27	533	178	16.1-	.78-
*SUPVR BENFS SECT	17	2,555	2,306	52				9.8-	
*NURSING SERVS DIR	17	2,314	2,306	51				.4-	
*CHF NURSING BUR	17	2,639	2,306	47				12.7-	
*CHF REHAB SVS BUR	17	3,255	2,306	52				29.2-	

MAXIMUM SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
*CHF FISCAL BUREAU	17	2,704	2,306	51				14.8-	
*CHF PAR & PROB BU	17	2,835	2,306	43				18.7-	
*ADMIN PURCHSG DIV	17	3,018	2,306	51				23.6-	
*CHF SOCL SERVS BU	17	3,192	2,306	50				27.8-	
GRADE 18 CLASSES	18	2,955	2,466	49	359	514	95	16.6-	.95-
SUPV DIV CONST SEC	18	2,903	2,401	14	238	295	79	17.3-	1.70-
ADM CENT SER DV IV	18	2,500	2,401	7	105	381	144	4.0-	.25-
ADM CMTY SERVS DIV	18	3,129	2,401	8	16	744	263	23.3-	.97-
*HOSPTL ADMIN I	18	2,895	2,514	33				13.2-	
*STATE LIBRARIAN	18	2,822	2,514	45				11.0-	
*ADMIN LAB DIV	18	3,237	2,514	49				22.4-	
*ADMIN PLANNING DV	18	3,130	2,514	38				19.7-	
GRADE 19 CLASSES	19	3,013	2,630	51	489	505	83	12.8-	.75-
DENTIST	19	3,008	2,570	14	84	312	83	14.6-	1.40-
DST VET LVSTK INSP	19	2,306	2,570	13	65	348	96	11.4	.75
LAWYER IV	19	3,113	2,570	10	340	439	139	17.5-	1.23-
*ADMIN FORESTRY DV	19	2,954	2,689	46				9.0-	
*CHF EMPLMT SVS BU	19	3,254	2,689	51				17.4-	
*ADMIN PERSNL DIV	19	3,502	2,689	51				23.3-	

MAXIMUM SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 20 CLASSES	20	3,138	2,834	44	13	482	134	9.7-	.63-
ADM ENVIRON SCI DV	20	3,015	2,751	13	13	482	134	8.8-	.54-
*HOSPTL ADMIN II	20	3,138	2,876	27				8.4-	
*ADM ENVIRON SC DV	20	3,261	2,876	44				11.9-	
GRADE 21 CLASSES	21	3,200	2,991	51	34	460	108	6.6-	.45-
ADM EMPL SECRTY DV	21	3,324	2,947	10	10	496	157	11.4-	.76-
SUPERINT INSTIT IV	21	3,236	2,947	8	24	439	155	9.0-	.65-
*SUPERNT INSTIT IV	21	3,032	3,078	51				1.5	
GRADE 22 CLASSES	22	3,519	3,158	10	10	482	152	10.3-	.74-
ADM CORRECTNS DIV	22	3,519	3,158	10	10	482	152	10.3-	.74-

* CLASS SURVEY BY THE U.S. OFFICE OF PERSONNEL MANAGEMENT STATE SALARY SURVEY. ESTIMATED EMPLOYEES, STANDARD DEVIATIONS, STANDARD ERRORS AND Z-SCORES ARE NOT AVAILABLE FOR THESE CLASSES. STATE OF MONTANA SALARIES WITHIN A GRADE LEVEL DIFFER BECAUSE OF THE DIFFERENT PAY SCALES THAT WERE IN EFFECT AT THE TIME THE TWO SURVEYS WERE CONDUCTED.

MAXIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
*CIVIL ENGR I	12		13.2-
ARCHITECT	13	1.07-	14.8-
*CIVIL ENGR III	14		21.7-
ENVIRON ENGR III	15	.92-	15.0-
*CIVIL ENGR V	16		26.6-
*ENVIRON ENGR IV	16		29.6-
SUPV DIV CONST SEC	18	1.70-	17.3-
ADM ENVIRON SCI DV	20	.54-	8.8-
*ADM ENVIRON SC DV	20		11.9-
ENGINEERING AND ARCHITECTURE PROFESSIONAL - AVERAGES -		1.05-	17.6-
COMPUTER PROG I	11	.80-	10.7-
*COMPUTER PROG I	11		6.3-
COMPUTER PROG II	13	.56-	7.2-
*PROG/ANALYST I	13		18.8-
PROG ANALYST II	14	1.22-	12.8-
*COMPUTER PROG III	14		17.0-
SOFTWARE SPECL II	15	1.19-	11.9-
*PROG/ANALYST III	15		20.5-
DATA PROC MGR II	16	1.53-	21.7-
*DATA PROC MGR II	16		29.3-
DATA PROC MGR III	17	1.67-	22.5-

MAXIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
COMPUTER SCIENCE PROFESSIONAL - AVERAGES -		1.16-	16.2-
*FORESTER I	11		7.8-
*FORESTER IV	14		8.9-
FORESTRY SUPVR I	15	.02-	.3-
*ADMIN FORESTRY DV	19		9.0-
FORESTRY AND AGRICULTURAL SCIENCES PROFESSIONAL - AVERAGES -		.02-	6.5-
FISH WILD BIO II	13	.62-	7.2-
FISH WILD BIO III	14	.97-	9.8-
FISH WILD BIO SUPV	16	.53-	6.6-
BIOLOGICAL SCIENCES PROFESSIONAL - AVERAGES -		.70-	7.8-
CHEMIST I	11	1.00-	7.7-
*STATISTICIAN I	11		2.1-
*CHEMIST I	11		3.8-
*SANITARIAN I	12		5.9
*ENVIRON SPECLST I	12		2.6
CHEMIST III	13	1.55-	14.1-
*SANITARIAN II	13		2.6-
*CHEMIST III	13		15.4-
*STATISTICIAN IV	14		6.1-

MAXIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
*ENVIRON SPCLST IV	15		.9-
*SANITARIAN IV	15		19.5-
*CHF STAT RES BUR	16		17.0-
ADM RECLAMATN DIV	17	.65-	11.3-
*ADMIN LAB DIV	18		22.4-
OTHER PHYSICAL AND LIFE SCIENCES PROFESSIONAL - AVERAGES -		1.06-	8.1-
*SOCL WRKR I	11		1.9
*PAR & PROB OFC I	11		8.3-
*VOC REHAB CNSLR I	11		8.7-
SOCIAL WRKR II	12	1.00-	9.5-
*EMPLMT CNSLR I	12		4.6-
RESEARCH SPEC II	13	.71-	11.1-
COMTY ORG WRKR III	13	1.08-	18.2-
*SOCL WRKR III	13		1.3
*SOCL WRKR SUPVR I	13		10.4-
*PAR & PRB OFC III	13		15.4-
RESEARCH SPEC III	14	.88-	14.1-
PSYCHOLOGIST III	15	.95-	14.1-
SOCL WRKR SUPV III	15	.80-	8.3-
*PSYCHOLOGIST IV	16		6.7-
PSYCHOLOGIST V	17	1.24-	14.8-

MAXIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
*CHF REHAB SVS BUR	17		29.2-
*CHF PAR & PROB BU	17		18.7-
*CHF SOCL SERVS BU	17		27.8-
ADM CMTY SERVS DIV	18	.97-	23.3-
ADM CORRECTNS DIV	22	.74-	10.3-
BEHAVIORAL SCIENCES PROFESSIONAL - AVERAGES -		.93-	12.5-
DENTIST	19	1.40-	14.6-
DENTISTRY PROFESSIONAL - AVERAGES -		1.40-	14.6-
DST VET LVSTK INSP	19	.75	11.4
VETERINARY MEDICINE PROFESSIONAL - AVERAGES -		.75	11.4
PHARMACIST	14	1.34-	11.3-
PHARMACY PROFESSIONAL - AVERAGES -		1.34-	11.3-
PROF NURSE I	12	.25	2.3
*PROF NURSE I	12		4.0
*PUB HLTH NURSE I	12		1.8-
PROF NURSE III	14	.03	.4
*PROF NURSE III	14		3.3
PUB HLTH NUR CNS I	15	.29-	4.2-

MAXIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
NURSING SERVS DIR	17	.02	.3
*NURSING SERVS DIR	17		.4-
*CHF NURSING BUR	17		12.7-
NURSING PROFESSIONAL - AVERAGES -			.9-
ORIEN THER BLIND I	13	.43-	5.8-
*PHYSICAL THRPST I	13		5.7
MEDIC TECHNOL II	14	1.00	9.2
*PHYSCAL THRPST II	14		1.6-
*PHYSCAL THRPY SUP	15		5.0-
OTHER HEALTH PROFESSIONAL - AVERAGES -		.28	.5
EDUC PROG CONS II	15	1.66-	19.9-
EDUC PROG MGR I	16	1.94-	24.9-
EDUCATION PROFESSIONAL - AVERAGES -		1.80-	22.4-
*LIBRARIAN I	12		1.0
*LIBRARIAN IV	15		4.2
*STATE LIBRARIAN	18		11.0-
LIBRARY AND ARCHIVAL SCIENCES PROFESSIONAL - AVERAGES -			1.9-
LAWYER II	15	1.88-	18.7-

MAXIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
LAWYER IV	19	1.23-	17.5-
LAW PROFESSIONAL - AVERAGES -		1.55-	18.1-
INFORM OFCR II	14	.11-	2.1-
ART,PHOTOGRAPHY,JOURNALISM AND RADIO/TV PROFESSIONAL - AVERAGES -		.11-	2.1-
ACCOUNTANT I	11	.95-	6.8-
*ACCOUNTANT I	11		5.1-
ACCOUNTANT II	12	1.50-	14.4-
ACCOUNTANT SUPV I	14	.97-	12.7-
*ACCOUNTANT SUPV I	14		9.8-
*AUDITOR IV	14		16.5-
ACCOUNTANT SUPV II	15	1.16-	17.6-
*CHF FISCAL BUREAU	17		14.8-
ACCOUNTING PROFESSIONAL - AVERAGES -		1.14-	12.2-
*EMPLMT INTVWER	11		3.3
*CLAIMS EXMNR I	11		5.2-
*PERSNL ASSISTANT	11		4.3-
*ECONOMIST I	11		14.5-
EMPL SPECIALIST	12	.45-	6.1-
*PERSNL SPECLST I	12		15.3-

MAXIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
TRAINING OFCR III	13	1.26-	15.6-
*COMPLNCE OFCR IV	13		13.3-
*CVL DEFNSE OFCR I	13		9.5-
*MGMT ANALYST I	13		10.8-
*COMPLNCE OFCR IV	13		.3
*PURCHSG AGT II	13		22.5-
TRAINING OFCR SUPV	14	2.10-	21.4-
PERSONNEL OFCR I	14	1.02-	13.2-
*EMPLMT MGR I	14		1.2-
*HEARINGS OFCR II	14		19.1-
PERSONNEL OFCR II	15	1.32-	20.0-
*MGMT ANALYST III	15		12.8-
*ECONOMIST IV	15		15.8-
*CVL DFNSE OFC II	15		9.2-
*PERSNL SPCLST SUP	15		9.9-
*CHF SRPLS PROP BU	15		15.9-
ADM CENT SER DV II	16	.18-	2.8-
*SUPVR BENFS SECT	17		9.8-
*ADMIN PURCHSG DIV	17		23.6-
ADM CENT SER DV IV	18	.25-	4.0-
*CHF EMPLMT SVS BU	19		17.4-
*ADMIN PERSNL DIV	19		23.3-

MAXIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
ADM EMPL SECRTY DV	21	.76-	11.4-
GENERAL BUSINESS AND ECONOMICS PROFESSIONAL - AVERAGES -		.91-	11.8-
INSP NURS HOSP II	14	.47-	5.3-
SUPERINT INSTIT I	17	.78-	16.1-
*HOSPTL ADMIN I	18		13.2-
*HOSPTL ADMIN II	20		8.4-
SUPERINT INSTIT IV	21	.65-	9.0-
*SUPERNT INSTIT IV	21		1.5
HOSPITAL ADMINISTRATION PROFESSIONAL - AVERAGES -		.63-	8.4-
*F & G WARDEN I	11		5.6-
*CORRECTNL SGT	11		10.1-
INVESTIGATOR II	12	.92-	10.8-
HWY PATROL OFCR II	13	.75-	5.7-
HWY PATROL SGT	14	.78-	7.3-
*F & G WARD SUPV I	14		3.0-
HWY PTRL LIEUTNT	15	.94-	11.3-
HWY PTRL CAPTAIN	16	.92-	14.0-
*F & G WRD SUPV II	16		18.8-
PROTECTIVE SERVICES PROFESSIONAL - AVERAGES -		.86-	9.6-

MAXIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
*PLANNER I	11		12.6-
PLANNER IV	14	1.40-	19.6-
*PLANNER V	15		15.5-
*ADMIN PLANNING DV	18		19.7-
PLANNING PROFESSIONAL - AVERAGES -		1.40-	16.8-
PILOT II	14	1.06-	10.8-
AVIATION PROFESSIONAL - AVERAGES -		1.06-	10.8-
SURVEY AIDE II	8	.61-	4.9-
DRAFTER III	9	1.45-	18.8-
ENG TECH I	10	.55-	7.3-
ENG TECH III	13	.32-	3.6-
DESIGNER III	14	.35-	7.5-
FIELD PROJECT MGR	15	.65-	10.6-
ENGINEERING AND ARCHITECTURE TECHNICAL - AVERAGES -		.65-	8.7-
COMP OPR SUPV II	12	1.04-	23.3-
COMPUTER SCIENCE TECHNICAL - AVERAGES -		1.04-	23.3-
FARM RANCH HAND	8	.17-	2.1-
FORESTRY TECH I	10	.30-	6.4-

MAXIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
GAME AREA MGR	12	.19-	4.5-
FORESTRY AND AGRICULTURAL SCIENCES TECHNICAL - AVERAGES -		.22-	4.3-
STAT TECH I	9	.20-	3.0-
MATHEMATICS TECHNICAL - AVERAGES -		.20-	3.0-
LAB AIDE I	6	.34	3.5
LAB TECH II	10	.26	3.4
LAB SUPVR I	12	.67-	16.1-
OTHER PHYSICAL AND LIFE SCIENCES TECHNICAL - AVERAGES -		.02-	3.0-
HABIL AIDE I	7	.13	1.6
*SOCL SERVICE AIDE	7		5.0
HABIL AIDE III	9	.26-	2.3-
*ELIG TECH I	9		
*ELIG TECH II	10		3.2-
*ELIG TECH SUPVR	10		20.5-
BEHAVIORAL SCIENCES TECHNICAL - AVERAGES -		.06-	3.2-
MICROFILM CLK I	6	.07-	1.3-
ART, PHOTOGRAPHY, JOURNALISM AND RADIO/TV TECHNICAL - AVERAGES -		.07-	1.3-

MAXIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
PERSONNEL TECH I	9	.03	.4
RT OF WAY AGT II	11	2.01-	21.3-
*PURCHSG AGT I	12		1.8-
RT OF WAY AGT IV	13	1.96-	26.5-
REVIEW APPRAISER	14	.43-	6.2-
GENERAL BUSINESS TECHNICAL - AVERAGES -		1.09-	11.0-
*CORRECTNL OFCR I	9		11.2-
PROTECTIVE SERVICES TECHNICAL - AVERAGES -			11.2-
WORD PROC OP II	7	.57-	6.6-
GENERAL CLERICAL - AVERAGES -		.57-	6.6-
STORE MGR III	10	.66-	15.0-
RETAIL SALES MISCELLANEOUS - AVERAGES -		.66-	15.0-
HOME ATTENDANT	7	1.54	11.3
PERSONAL AND DOMESTIC MISCELLANEOUS - AVERAGES -		1.54	11.3
TOUR GUIDE II	5	.48-	8.8-
MISCELLANEOUS SERVICES MISCELLANEOUS - AVERAGES -		.48-	8.8-

MAXIMUM SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
FORESTRY WRKR II	7	.23-	5.5-
UNSKILLED/SEMI-SKILLED MISCELLANEOUS - AVERAGES -		.23-	5.5-

* CLASS SURVEYED BY THE U.S. OFFICE OF PERSONNEL MANAGEMENT STATE SALARY SURVEY. Z-SCORES ARE NOT AVAILABLE FOR THESE CLASSES.

MAXIMUM SALARIES - ALL SURVEY STATES

GROUPED BY BROAD SKILL LEVEL

BROAD SKILL LEVEL	AVERAGE Z-SCORE	AVERAGE PERCENT ABOVE OR BELOW MEAN
ALL LEVELS	.59-	9.0-
PROFESSIONAL	.86-	10.6-
TECHNICAL	.49-	6.9-
CLERICAL	.57-	6.6-
MISCELLANEOUS	.04	4.5-

AVERAGE SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 5 CLASSES	5	761	663	9	27	198	66	12.9-	.49-
TOUR GUIDE II	5	761	663	9	27	198	66	12.9-	.49-
GRADE 6 CLASSES	6	713	718	15	271	126	25	.7	.03
LAB AIDE I	6	689	718	15	150	102	26	4.2	.28
MICROFILM CLK I	6	750	718	11	121	153	41	4.3-	.20-
GRADE 7 CLASSES	7	760	779	15	6,534	144	23	2.5	.13
WORD PROC OP II	7	826	779	11	605	136	41	5.7-	.34-
HOME ATTENDANT	7	678	779	9	945	117	39	14.8	.86
HABIL AIDE I	7	765	779	14	4,522	128	34	1.8	.10
FORESTRY WRKR II	7	751	779	6	462	197	80	3.7	.14
GRADE 8 CLASSES	8	899	845	15	1,401	131	27	6.1-	.41-
SURVEY AIDE II	8	893	845	14	1,302	119	32	5.4-	.40-
FARM RANCH HAND	8	908	845	9	99	155	52	7.0-	.40-
GRADE 9 CLASSES	9	1,040	918	15	2,239	207	28	11.8-	.58-
DRAFTER III	9	1,184	918	15	615	289	54	22.5-	.92-
STAT TECH I	9	1,015	918	11	385	185	56	9.6-	.52-
PERSONNEL TECH I	9	930	918	14	238	186	50	1.3-	.06-
HABIL AIDE III	9	1,012	918	13	1,001	165	46	9.3-	.56-

AVERAGE SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 10 CLASSES	10	1,112	1,019	15	1,998	258	37	8.4-	.36-
ENG TECH I	10	1,146	1,019	15	1,350	192	49	11.1-	.66-
LAB TECH II	10	997	1,019	15	360	169	44	2.2	.13
STORE MGR III	10	1,274	1,019	6	72	307	125	20.1-	.83-
FORESTRY TECH I	10	1,132	1,019	12	216	351	101	10.0-	.32-
GRADE 11 CLASSES	11	1,234	1,108	15	1,263	176	24	10.3-	.71-
COMPUTER PROG I	11	1,175	1,108	14	378	138	37	5.8-	.48-
CHEMIST I	11	1,155	1,108	15	90	133	34	4.1-	.35-
ACCOUNTANT I	11	1,193	1,108	15	555	93	24	7.2-	.91-
RT OF WAY AGT II	11	1,452	1,108	12	240	180	52	23.7-	1.91-
GRADE 12 CLASSES	12	1,383	1,207	15	7,179	297	29	12.8-	.59-
LAB SUPVR I	12	1,555	1,207	11	418	319	96	22.4-	1.09-
PROF NURSE I	12	1,144	1,207	15	1,050	131	34	5.5	.48
ACCOUNTANT II	12	1,445	1,207	15	990	148	38	16.5-	1.60-
EMPL SPECIALIST	12	1,291	1,207	13	1,638	188	52	6.6-	.44-
INVESTIGATOR II	12	1,374	1,207	11	473	235	71	12.2-	.71-
SOCIAL WRKR II	12	1,339	1,207	13	2,353	165	46	9.9-	.80-
COMP OPR SUPV II	12	1,634	1,207	13	169	440	122	26.2-	.97-
GAME AREA MGR	12	1,322	1,207	11	88	389	117	8.7-	.29-

AVERAGE SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 13 CLASSES	13	1,553	1,315	15	9,098	271	25	15.4-	.87-
ARCHITECT	13	1,575	1,315	7	56	350	132	16.6-	.74-
ENG TECH III	13	1,476	1,315	14	1,190	203	54	11.0-	.79-
COMPUTER PROG II	13	1,334	1,315	14	756	192	51	1.5-	.09-
CHEMIST III	13	1,627	1,315	15	150	235	61	19.2-	1.32-
FISH WILD BIO II	13	1,514	1,315	13	390	137	38	13.2-	1.45-
RESEARCH SPEC II	13	1,485	1,315	11	242	213	64	11.5-	.79-
ORIEN THER BLIND I	13	1,425	1,315	6	30	230	94	7.8-	.47-
TRAINING OFCR III	13	1,583	1,315	13	182	215	60	17.0-	1.24-
RT OF WAY AGT IV	13	1,940	1,315	12	156	332	96	32.3-	1.88-
COMTY ORG WRKR III	13	1,586	1,315	6	876	239	98	17.1-	1.13-
HWY PATROL OFCR II	13	1,515	1,315	8	4,960	200	71	13.3-	1.00-
GRADE 14 CLASSES	14	1,644	1,440	15	7,307	299	21	12.5-	.68-
DESIGNER III	14	1,678	1,440	12	516	396	114	14.2-	.60-
PROG ANALYST II	14	1,602	1,440	12	576	229	66	10.2-	.70-
FISH WILD BIO III	14	1,744	1,440	11	176	183	55	17.5-	1.66-
RESEARCH SPEC III	14	1,729	1,440	9	162	358	119	16.8-	.80-
PHARMACIST	14	1,681	1,440	14	182	193	52	14.4-	1.24-
PROF NURSE III	14	1,450	1,440	15	1,680	197	51	.7-	.05-
MEDIC TECHNOL II	14	1,351	1,440	13	273	220	61	6.5	.40
ACCOUNTANT SUPV I	14	1,715	1,440	14	476	265	71	16.1-	1.03-

AVERAGE SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
INFORM OFCR II	14	1,489	1,440	14	168	351	94	3.3-	.13-
TRAINING OFCR SUPV	14	1,947	1,440	11	44	273	82	26.1-	1.85-
PERSONNEL OFCR I	14	1,699	1,440	14	182	328	88	15.3-	.78-
INSP NURS HOSP II	14	1,567	1,440	9	99	223	74	8.2-	.56-
REVIEW APPRAISER	14	1,581	1,440	14	224	341	91	9.0-	.41-
PILOT II	14	1,680	1,440	14	42	232	62	14.3-	1.03-
PLANNER IV	14	1,781	1,440	11	209	303	91	19.2-	1.12-
HWY PATROL SGT	14	1,736	1,440	12	1,308	201	58	17.1-	1.47-
GRADE 15 CLASSES	15	1,868	1,570	15	3,028	326	27	16.0-	.91-
ENVIRON ENGR III	15	1,946	1,570	15	165	317	82	19.4-	1.18-
FORESTRY SUPVR I	15	1,617	1,570	12	240	323	93	3.0-	.14-
PSYCHOLOGIST III	15	1,812	1,570	13	156	357	99	13.4-	.67-
PUB HLTH NUR CNS I	15	1,647	1,570	11	99	240	72	4.7-	.32-
EDUC PROG CONS II	15	2,088	1,570	10	360	426	135	24.9-	1.21-
LAWYER II	15	1,845	1,570	11	198	248	75	15.0-	1.10-
ACCOUNTANT SUPV II	15	1,984	1,570	15	195	303	78	20.9-	1.36-
PERSONNEL OFCR II	15	2,035	1,570	13	65	382	106	22.9-	1.21-
FIELD PROJECT MGR	15	1,861	1,570	11	550	309	93	15.7-	.94-
SOCL WRKR SUPV III	15	1,747	1,570	14	420	214	57	10.2-	.82-
SOFTWARE SPECL II	15	1,832	1,570	14	140	256	68	14.4-	1.02-
HWY PTRL LIEUTNT	15	2,000	1,570	11	440	234	71	21.5-	1.83-

AVERAGE SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 16 CLASSES	16	2,160	1,749	15	684	423	57	19.1-	.97-
FISH WILD BIO SUPV	16	1,938	1,749	12	108	277	80	9.8-	.68-
EDUC PROG MGR I	16	2,462	1,749	8	72	510	180	29.0-	1.39-
ADM CENT SER DV II	16	1,884	1,749	10	220	356	112	7.2-	.37-
DATA PROC MGR II	16	2,328	1,749	14	140	403	108	24.9-	1.43-
HWY PTRL CAPTAIN	16	2,217	1,749	12	144	359	104	21.2-	1.30-
GRADE 17 CLASSES	17	2,316	1,908	15	365	429	59	17.7-	.95-
PSYCHOLOGIST V	17	2,404	1,908	12	144	322	93	20.7-	1.54-
NURSING SERVS DIR	17	1,949	1,908	13	65	228	63	2.2-	.17-
ADM RECLAMATN DIV	17	2,268	1,908	6	6	516	211	15.9-	.69-
DATA PROC MGR III	17	2,588	1,908	14	126	403	108	26.3-	1.68-
SUPERINT INSTIT I	17	2,343	1,908	8	24	458	162	18.6-	.94-
GRADE 18 CLASSES	18	2,671	2,084	14	342	482	91	22.0-	1.21-
SUPV DIV CONST SEC	18	2,757	2,084	13	221	357	99	24.5-	1.88-
ADM CENT SER DV IV	18	2,331	2,084	7	105	369	139	10.6-	.66-
ADM CMTY SERVS DIV	18	2,829	2,084	8	16	634	224	26.4-	1.17-
GRADE 19 CLASSES	19	2,490	2,277	15	455	479	86	8.6-	.44-
DENTIST	19	2,766	2,277	10	60	389	123	17.7-	1.25-
DST VET LVSTK INSP	19	2,058	2,277	11	55	326	98	10.6	.67

AVERAGE SALARIES - ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
LAWYER IV	19	2,689	2,277	10	340	373	118	15.4-	1.10-
GRADE 20 CLASSES	20	2,737	2,487	10	10	506	160	9.2-	.49-
ADM ENVIRON SCI DV	20	2,737	2,487	10	10	506	160	9.2-	.49-
GRADE 21 CLASSES	21	2,961	2,719	10	28	410	110	8.2-	.59-
ADM EMPL SECRTY DV	21	3,029	2,719	7	7	351	133	10.3-	.88-
SUPERINT INSTIT IV	21	2,894	2,719	7	21	480	181	6.1-	.36-
GRADE 22 CLASSES	22	3,215	2,973	10	10	510	161	7.6-	.47-
ADM CORRECTNS DIV	22	3,215	2,973	10	10	510	161	7.6-	.47-

AVERAGE SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
ARCHITECT	13	.74-	16.6-
ENVIRON ENGR III	15	1.18-	19.4-
SUPV DIV CONST SEC	18	1.88-	24.5-
ADM ENVIRON SCI DV	20	.49-	9.2-
ENGINEERING AND ARCHITECTURE PROFESSIONAL - AVERAGES -		1.07-	17.4-
COMPUTER PROG I	11	.48-	5.8-
COMPUTER PROG II	13	.09-	1.5-
PROG ANALYST II	14	.70-	10.2-
SOFTWARE SPECL II	15	1.02-	14.4-
DATA PROC MGR II	16	1.43-	24.9-
DATA PROC MGR III	17	1.68-	26.3-
COMPUTER SCIENCE PROFESSIONAL - AVERAGES -		.90-	13.8-
FORESTRY SUPVR I	15	.14-	3.0-
FORESTRY AND AGRICULTURAL SCIENCES PROFESSIONAL - AVERAGES -		.14-	3.0-
FISH WILD BIO II	13	1.45-	13.2-
FISH WILD BIO III	14	1.66-	17.5-
FISH WILD BIO SUPV	16	.68-	9.8-
BIOLOGICAL SCIENCES PROFESSIONAL - AVERAGES -		1.26-	13.5-

AVERAGE SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
CHEMIST I	11	.35-	4.1-
CHEMIST III	13	1.32-	19.2-
ADM RECLAMATN DIV	17	.69-	15.9-
OTHER PHYSICAL AND LIFE SCIENCES PROFESSIONAL - AVERAGES -		.78-	13.0-
SOCIAL WRKR II	12	.80-	9.9-
RESEARCH SPEC II	13	.79-	11.5-
COMTY ORG WRKR III	13	1.13-	17.1-
RESEARCH SPEC III	14	.80-	16.8-
PSYCHOLOGIST III	15	.67-	13.4-
SOCL WRKR SUPV III	15	.82-	10.2-
PSYCHOLOGIST V	17	1.54-	20.7-
ADM CMTY SERVS DIV	18	1.17-	26.4-
ADM CORRECTNS DIV	22	.47-	7.6-
BEHAVIORAL SCIENCES PROFESSIONAL - AVERAGES -		.91-	14.8-
DENTIST	19	1.25-	17.7-
DENTISTRY PROFESSIONAL - AVERAGES -		1.25-	17.7-
DST VET LVSTK INSP	19	.67	10.6
VETERINARY MEDICINE PROFESSIONAL - AVERAGES -		.67	10.6

AVERAGE SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
PHARMACIST	14	1.24-	14.4-
PHARMACY PROFESSIONAL - AVERAGES -		1.24-	14.4-
PROF NURSE I	12	.48	5.5
PROF NURSE III	14	.05-	.7-
PUB HLTH NUR CNS I	15	.32-	4.7-
NURSING SERVS DIR	17	.17-	2.2-
NURSING PROFESSIONAL - AVERAGES -		.01-	.5-
ORIEN THER BLIND I	13	.47-	7.8-
MEDIC TECHNOL II	14	.40	6.5
OTHER HEALTH PROFESSIONAL - AVERAGES -		.03-	.6-
EDUC PROG CONS II	15	1.21-	24.9-
EDUC PROG MGR I	16	1.39-	29.0-
EDUCATION PROFESSIONAL - AVERAGES -		1.30-	26.9-
LAWYER II	15	1.10-	15.0-
LAWYER IV	19	1.10-	15.4-
LAW PROFESSIONAL - AVERAGES -		1.10-	15.2-
INFORM OFCR II	14	.13-	3.3-

AVERAGE SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
ART, PHOTOGRAPHY, JOURNALISM AND RADIO/TV PROFESSIONAL - AVERAGES -		.13-	3.3-
ACCOUNTANT I	11	.91-	7.2-
ACCOUNTANT II	12	1.60-	16.5-
ACCOUNTANT SUPV I	14	1.03-	16.1-
ACCOUNTANT SUPV II	15	1.36-	20.9-
ACCOUNTING PROFESSIONAL - AVERAGES -		1.22-	15.1-
EMPL SPECIALIST	12	.44-	6.6-
TRAINING OFCR III	13	1.24-	17.0-
TRAINING OFCR SUPV	14	1.85-	26.1-
PERSONNEL OFCR I	14	.78-	15.3-
PERSONNEL OFCR II	15	1.21-	22.9-
ADM CENT SER DV II	16	.37-	7.2-
ADM CENT SER DV IV	18	.66-	10.6-
ADM EMPL SECRTY DV	21	.88-	10.3-
GENERAL BUSINESS AND ECONOMICS PROFESSIONAL - AVERAGES -		.92-	14.5-
INSP NURS HOSP II	14	.56-	8.2-
SUPERINT INSTIT I	17	.94-	18.6-
SUPERINT INSTIT IV	21	.36-	6.1-
HOSPITAL ADMINISTRATION PROFESSIONAL - AVERAGES -		.62-	10.9-

AVERAGE SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
INVESTIGATOR II	12	.71-	12.2-
HWY PATROL OFCR II	13	1.00-	13.3-
HWY PATROL SGT	14	1.47-	17.1-
HWY PTRL LIEUTNT	15	1.83-	21.5-
HWY PTRL CAPTAIN	16	1.30-	21.2-
PROTECTIVE SERVICES PROFESSIONAL - AVERAGES -		1.26-	17.0-
PLANNER IV	14	1.12-	19.2-
PLANNING PROFESSIONAL - AVERAGES -		1.12-	19.2-
PILOT II	14	1.03-	14.3-
AVIATION PROFESSIONAL - AVERAGES -		1.03-	14.3-
SURVEY AIDE II	8	.40-	5.4-
DRAFTER III	9	.92-	22.5-
ENG TECH I	10	.66-	11.1-
ENG TECH III	13	.79-	11.0-
DESIGNER III	14	.60-	14.2-
FIELD PROJECT MGR	15	.94-	15.7-
ENGINEERING AND ARCHITECTURE TECHNICAL - AVERAGES -		.71-	13.3-
COMP OPR SUPV II	12	.97-	26.2-

AVERAGE SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
COMPUTER SCIENCE TECHNICAL - AVERAGES -		.97-	26.2-
FARM RANCH HAND	8	.40-	7.0-
FORESTRY TECH I	10	.32-	10.0-
GAME AREA MGR	12	.29-	8.7-
FORESTRY AND AGRICULTURAL SCIENCES TECHNICAL - AVERAGES -		.33-	8.5-
STAT TECH I	9	.52-	9.6-
MATHEMATICS TECHNICAL - AVERAGES -		.52-	9.6-
LAB AIDE I	6	.28	4.2
LAB TECH II	10	.13	2.2
LAB SUPVR I	12	1.09-	22.4-
OTHER PHYSICAL AND LIFE SCIENCES TECHNICAL - AVERAGES -		.22-	5.3-
HABIL AIDE I	7	.10	1.8
HABIL AIDE III	9	.56-	9.3-
BEHAVIORAL SCIENCES TECHNICAL - AVERAGES -		.23-	3.7-
MICROFILM CLK I	6	.20-	4.3-
ART, PHOTOGRAPHY, JOURNALISM AND RADIO/TV TECHNICAL - AVERAGES -		.20-	4.3-

AVERAGE SALARIES - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
PERSONNEL TECH I	9	.06-	1.3-
RT OF WAY AGT II	11	1.91-	23.7-
RT OF WAY AGT IV	13	1.88-	32.3-
REVIEW APPRAISER	14	.41-	9.0-
GENERAL BUSINESS TECHNICAL - AVERAGES -		1.06-	16.5-
WORD PROC OP II	7	.34-	5.7-
GENERAL CLERICAL - AVERAGES -		.34-	5.7-
STORE MGR III	10	.83-	20.1-
RETAIL SALES MISCELLANEOUS - AVERAGES -		.83-	20.1-
HOME ATTENDANT	7	.86	14.8
PERSONAL AND DOMESTIC MISCELLANEOUS - AVERAGES -		.86	14.8
TOUR GUIDE II	5	.49-	12.9-
MISCELLANEOUS SERVICES MISCELLANEOUS - AVERAGES -		.49-	12.9-
FORESTRY WRKR II	7	.14	3.7
UNSKILLED/SEMI-SKILLED MISCELLANEOUS - AVERAGES -		.14	3.7

AVERAGE SALARIES - ALL SURVEY STATES

GROUPED BY BROAD SKILL LEVEL

BROAD SKILL LEVEL	AVERAGE Z-SCORE	AVERAGE PERCENT ABOVE OR BELOW MEAN
ALL LEVELS	.58-	10.8-
PROFESSIONAL	.86-	13.0-
TECHNICAL	.59-	11.2-
CLERICAL	.34-	5.7-
MISCELLANEOUS	.08-	3.6-

TOTAL COMPENSATION _ ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 5 CLASSES	5	1,030	897	10	30	276	87	13.0-	.48-
TOUR GUIDE II	5	1,030	897	10	30	276	87	13.0-	.48-
GRADE 6 CLASSES	6	979	966	16	292	194	37	1.4-	.06-
LAB AIDE I	6	945	966	16	160	171	43	2.2	.12
MICROFILM CLK I	6	1,025	966	12	132	221	56	5.8-	.26-
GRADE 7 CLASSES	7	1,054	1,043	16	7,781	218	31	1.1-	.05-
WORD PROC OP II	7	1,126	1,043	12	660	195	56	7.4-	.42-
HOME ATTENDANT	7	938	1,043	12	1,260	154	44	11.1	.68
HABIL AIDE I	7	1,037	1,043	16	5,168	185	46	.5	.03
FORESTRY WRKR II	7	1,144	1,043	9	693	313	104	8.9-	.32-
GRADE 8 CLASSES	8	1,216	1,126	16	1,412	198	40	7.5-	.45-
SURVEY AIDE II	8	1,193	1,126	14	1,302	173	46	5.7-	.38-
FARM RANCH HAND	8	1,250	1,126	10	110	234	74	10.0-	.52-
GRADE 9 CLASSES	9	1,376	1,218	16	2,563	281	37	11.5-	.56-
DRAFTER III	9	1,573	1,218	16	656	286	72	22.6-	1.24-
STAT TECH I	9	1,327	1,218	12	420	250	72	8.3-	.43-
PERSONNEL TECH I	9	1,250	1,218	15	255	272	70	2.6-	.11-
HABIL AIDE III	9	1,334	1,218	16	1,232	217	54	8.7-	.53-

TOTAL COMPENSATION _ ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 10 CLASSES	10	1,485	1,346	16	2,124	360	50	9.4-	.38-
ENG TECH I	10	1,518	1,346	16	1,440	261	65	11.4-	.65-
LAB TECH II	10	1,334	1,346	16	388	254	63	.8	.04
STORE MGR III	10	1,749	1,346	7	84	423	160	23.1-	.95-
FORESTRY TECH I	10	1,489	1,346	14	252	466	125	9.7-	.30-
GRADE 11 CLASSES	11	1,642	1,458	16	1,380	261	33	11.3-	.70-
COMPUTER PROG I	11	1,579	1,458	16	432	227	57	7.7-	.53-
CHEMIST I	11	1,532	1,458	16	96	191	48	4.9-	.38-
ACCOUNTANT I	11	1,578	1,458	16	592	161	40	7.7-	.74-
RT OF WAY AGT II	11	1,934	.458	13	260	280	78	24.7-	1.70-
GRADE 12 CLASSES	12	1,833	1,583	16	7,938	397	38	13.7-	.62-
LAB SUPVR I	12	2,068	1,583	12	456	373	108	23.5-	1.30-
PROF NURSE I	12	1,533	1,583	16	1,120	206	52	3.2	.24
ACCOUNTANT II	12	1,892	1,583	16	1,056	219	55	16.4-	1.41-
EMPL SPECIALIST	12	1,712	1,583	16	2,016	272	68	7.6-	.47-
INVESTIGATOR II	12	1,821	1,583	11	473	355	107	13.1-	.67-
SOCIAL WRKR II	12	1,767	1,583	14	2,534	241	64	10.5-	.76-
COMP OPR SUPV II	12	2,149	1,583	15	195	531	137	26.4-	1.06-
GAME AREA MGR	12	1,769	1,583	11	88	579	174	10.6-	.32-

TOTAL COMPENSATION _ ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 13 CLASSES	13	2,044	1,719	16	10,076	387	33	16.0-	.83-
ARCHITECT	13	2,070	1,719	9	72	463	154	17.0-	.75-
ENG TECH III	13	1,930	1,719	15	1,275	288	74	11.0-	.73-
COMPUTER PROG II	13	1,816	1,719	15	864	329	82	5.4-	.29-
CHEMIST III	13	2,118	1,719	16	160	348	87	18.9-	1.14-
FISH WILD BIO II	13	1,962	1,719	14	420	211	56	12.4-	1.15-
RESEARCH SPEC II	13	1,968	1,719	12	264	315	91	12.7-	.79-
ORIEN THER BLIND I	13	1,918	1,719	8	40	269	95	10.4-	.73-
TRAINING OFCR III	13	2,045	1,719	15	210	347	90	16.0-	.93-
RT OF WAY AGT IV	13	2,533	1,719	13	169	496	137	32.2-	1.64-
COMTY ORG WRKR III	13	2,222	1,719	7	1,022	439	166	22.7-	1.14-
HWY PATROL OFCR II	13	1,985	1,719	9	5,580	328	109	13.5-	.81-
GRADE 14 CLASSES	14	2,160	1,877	16	6,837	412	28	13.2-	.68-
DESIGNER III	14	2,216	1,877	12	516	578	167	15.3-	.58-
PROG ANALYST II	14	2,144	1,877	14	672	334	89	12.5-	.79-
FISH WILD BIO III	14	2,263	1,877	12	192	226	65	17.1-	1.70-
RESEARCH SPEC III	14	2,288	1,877	10	180	497	157	18.0-	.82-
PHARMACIST	14	2,208	1,877	15	195	300	77	15.0-	1.10-
PROF NURSE III	14	1,911	1,877	16	1,792	286	72	1.8-	.11-
MEDIC TECHNOL II	14	1,799	1,877	14	294	309	83	4.3	.25
ACCOUNTANT SUPV I	14	2,247	1,877	15	510	361	93	16.5-	1.02-

TOTAL COMPENSATION _ ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
INFORM OFCR II	14	1,944	1,877	16	192	488	122	3.5-	.13-
TRAINING OFCR SUPV	14	2,531	1,877	12	48	382	110	25.9-	1.71-
PERSONNEL OFCR I	14	2,224	1,877	15	195	433	112	15.7-	.80-
INSP NURS HOSP II	14	2,067	1,877	9	99	337	112	9.2-	.56-
REVIEW APPRAISER	14	2,076	1,877	15	240	452	117	9.6-	.44-
PILOT II	14	2,189	1,877	16	48	324	81	14.3-	.96-
PLANNER IV	14	2,356	1,877	13	247	435	121	20.4-	1.10-
HWY PATROL SGT	14	2,257	1,877	13	1,417	319	88	16.9-	1.19-
GRADE 15 CLASSES	15	2,453	2,041	16	3,223	458	36	16.8-	.89-
ENVIRON ENGR III	15	2,512	2,041	16	176	406	101	18.8-	1.16-
FORESTRY SUPVR I	15	2,130	2,041	13	260	473	131	4.2-	.18-
PSYCHOLOGIST III	15	2,382	2,041	14	168	505	135	14.4-	.67-
PUB HLTH NUR CNS I	15	2,174	2,041	11	99	321	97	6.2-	.41-
EDUC PROG CONS II	15	2,738	2,041	11	396	610	184	25.5-	1.14-
LAWYER II	15	2,414	2,041	12	216	369	106	15.5-	1.01-
ACCOUNTANT SUPV II	15	2,598	2,041	16	208	395	99	21.5-	1.41-
PERSONNEL OFCR II	15	2,670	2,041	14	70	510	136	23.6-	1.23-
FIELD PROJECT MGR	15	2,503	2,041	13	650	537	149	18.5-	.86-
SOCL WRKR SUPV III	15	2,310	2,041	15	450	333	86	11.7-	.80-
SOFTWARE SPECL II	15	2,404	2,041	15	150	369	95	15.1-	.98-
HWY PTRL LIEUTNT	15	2,578	2,041	12	480	372	107	20.9-	1.44-

TOTAL COMPENSATION _ ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
GRADE 16 CLASSES	16	2,804	2,267	16	715	584	76	19.2-	.91-
FISH WILD BIO SUPV	16	2,540	2,267	13	117	404	64	10.8-	.67-
EDUC PROG MGR I	16	3,249	2,267	8	72	768	272	30.3-	1.27-
ADM CENT SER DV II	16	2,430	2,267	10	220	500	158	6.8-	.32-
DATA PROC MGR II	16	3,006	2,267	15	150	502	130	24.6-	1.47-
HWY PTRL CAPTAIN	16	2,848	2,267	13	156	534	148	20.5-	1.08-
GRADE 17 CLASSES	17	2,967	2,467	16	411	589	77	16.9-	.84-
PSYCHOLOGIST V	17	3,052	2,467	14	168	540	144	19.2-	1.08-
NURSING SERVS DIR	17	2,539	2,467	15	75	300	77	2.9-	.24-
ADM RECLAMATN DIV	17	2,922	2,467	6	6	722	295	15.6-	.63-
DATA PROC MGR III	17	3,331	2,467	15	135	513	132	26.0-	1.68-
SUPERINT INSTIT I	17	2,969	2,467	9	27	701	234	17.0-	.71-
GRADE 18 CLASSES	18	3,447	2,690	14	359	666	124	22.0-	1.13-
SUPV DIV CONST SEC	18	3,560	2,690	14	238	487	130	24.5-	1.78-
ADM CENT SER DV IV	18	2,965	2,690	7	105	470	178	9.3-	.58-
ADM CMTY SERVS DIV	18	3,671	2,690	8	16	910	322	26.8-	1.07-
GRADE 19 CLASSES	19	3,220	2,933	16	489	650	107	9.0-	.44-
DENTIST	19	3,495	2,933	14	84	514	137	16.1-	1.09-
DST VET LVSTK INSP	19	2,704	2,933	13	65	498	138	8.4	.45

TOTAL COMPENSATION _ ALL SURVEY STATES

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
LAWYER IV	19	3,507	2,933	10	340	622	197	16.4-	.92-
GRADE 20 CLASSES	20	3,477	3,198	13	13	705	196	8.1-	.39-
ADM ENVIRON SCI DV	20	3,477	3,198	13	13	705	196	8.1-	.39-
GRADE 21 CLASSES	21	3,844	3,491	12	34	708	167	9.2-	.49-
ADM EMPL SECRTY DV	21	3,992	3,491	10	10	685	217	12.6-	.73-
SUPERINT INSTIT IV	21	3,659	3,491	8	24	737	261	4.6-	.22-
GRADE 22 CLASSES	22	4,206	3,811	10	10	738	233	9.4-	.53-
ADM CORRECTNS DIV	22	4,206	3,811	10	10	738	233	9.4-	.53-

TOTAL COMPENSATION - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
ARCHITECT	13	.75-	17.0-
ENVIRON ENGR III	15	1.16-	18.8-
SUPV DIV CONST SEC	18	1.78-	24.5-
ADM ENVIRON SCI DV	20	.39-	8.1-
ENGINEERING AND ARCHITECTURE PROFESSIONAL - AVERAGES -		1.02-	17.1-
COMPUTER PROG I	11	.53-	7.7-
COMPUTER PROG II	13	.29-	5.4-
PROG ANALYST II	14	.79-	12.5-
SOFTWARE SPECL II	15	.98-	15.1-
DATA PROC MGR II	16	1.47-	24.6-
DATA PROC MGR III	17	1.68-	26.0-
COMPUTER SCIENCE PROFESSIONAL - AVERAGES -		.95-	15.2-
FORESTRY SUPVR I	15	.18-	4.2-
FORESTRY AND AGRICULTURAL SCIENCES PROFESSIONAL - AVERAGES -		.18-	4.2-
FISH WILD BIO II	13	1.15-	12.4-
FISH WILD BIO III	14	1.70-	17.1-
FISH WILD BIO SUPV	16	.67-	10.8-
BIOLOGICAL SCIENCES PROFESSIONAL - AVERAGES -		1.17-	13.4-

TOTAL COMPENSATION - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
CHEMIST I	11	.38-	4.9-
CHEMIST III	13	1.14-	18.9-
ADM RECLAMATN DIV	17	.63-	15.6-
OTHER PHYSICAL AND LIFE SCIENCES PROFESSIONAL - AVERAGES -		.71-	13.1-
SOCIAL WRKR II	12	.76-	10.5-
RESEARCH SPEC II	13	.79-	12.7-
COMTY ORG WRKR III	13	1.14-	22.7-
RESEARCH SPEC III	14	.82-	18.0-
PSYCHOLOGIST III	15	.67-	14.4-
SOCL WRKR SUPV III	15	.80-	11.7-
PSYCHOLOGIST V	17	1.08-	19.2-
ADM CMTY SERVS DIV	18	1.07-	26.8-
ADM CORRECTNS DIV	22	.53-	9.4-
BEHAVIORAL SCIENCES PROFESSIONAL - AVERAGES -		.85-	16.1-
DENTIST	19	1.09-	16.1-
DENTISTRY PROFESSIONAL - AVERAGES -		1.09-	16.1-
DST VET LVSTK INSP	19	.45	8.4
VETERINARY MEDICINE PROFESSIONAL - AVERAGES -		.45	8.4

TOTAL COMPENSATION - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
PHARMACIST	14	1.10-	15.0-
PHARMACY PROFESSIONAL - AVERAGES -		1.10-	15.0-
PROF NURSE I	12	.24	3.2
PROF NURSE III	14	.11-	1.8-
PUB HLTH NUR CNS I	15	.41-	6.2-
NURSING SERVS DIR	17	.24-	2.9-
NURSING PROFESSIONAL - AVERAGES -		.13-	1.9-
ORIEN THER BLIND I	13	.73-	10.4-
MEDIC TECHNOL II	14	.25	4.3
OTHER HEALTH PROFESSIONAL - AVERAGES -		.24-	3.0-
EDUC PROG CONS II	15	1.14-	25.5-
EDUC PROG MGR I	16	1.27-	30.3-
EDUCATION PROFESSIONAL - AVERAGES -		1.20-	27.9-
LAWYER II	15	1.01-	15.5-
LAWYER IV	19	.92-	16.4-
LAW PROFESSIONAL - AVERAGES -		.96-	15.9-
INFORM OFCR II	14	.13-	3.5-

TOTAL COMPENSATION - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
ART, PHOTOGRAPHY, JOURNALISM AND RADIO/TV PROFESSIONAL - AVERAGES -		.13-	3.5-
ACCOUNTANT I	11	.74-	7.7-
ACCOUNTANT II	12	1.41-	16.4-
ACCOUNTANT SUPV I	14	1.02-	16.5-
ACCOUNTANT SUPV II	15	1.41-	21.5-
ACCOUNTING PROFESSIONAL - AVERAGES -		1.14-	15.5-
EMPL SPECIALIST	12	.47-	7.6-
TRAINING OFCR III	13	.93-	16.0-
TRAINING OFCR SUPV	14	1.71-	25.9-
PERSONNEL OFCR I	14	.80-	15.7-
PERSONNEL OFCR II	15	1.23-	23.6-
ADM CENT SER DV II	16	.32-	6.8-
ADM CENT SER DV IV	18	.58-	9.3-
ADM EMPL SECRTY DV	21	.73-	12.6-
GENERAL BUSINESS AND ECONOMICS PROFESSIONAL - AVERAGES -		.84-	14.6-
INSP NURS HOSP II	14	.56-	9.2-
SUPERINT INSTIT I	17	.71-	17.0-
SUPERINT INSTIT IV	21	.22-	4.6-
HOSPITAL ADMINISTRATION PROFESSIONAL - AVERAGES -		.49-	10.2-

TOTAL COMPENSATION - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
INVESTIGATOR II	12	.67-	13.1-
HWY PATROL OFCR II	13	.81-	13.5-
HWY PATROL SGT	14	1.19-	16.9-
HWY PTRL LIEUTNT	15	1.44-	20.9-
HWY PTRL CAPTAIN	16	1.08-	20.5-
PROTECTIVE SERVICES PROFESSIONAL - AVERAGES -		1.03-	16.9-
PLANNER IV	14	1.10-	20.4-
PLANNING PROFESSIONAL - AVERAGES -		1.10-	20.4-
PILOT II	14	.96-	14.3-
AVIATION PROFESSIONAL - AVERAGES -		.96-	14.3-
SURVEY AIDE II	8	.38-	5.7-
DRAFTER III	9	1.24-	22.6-
ENG TECH I	10	.65-	11.4-
ENG TECH III	13	.73-	11.0-
DESIGNER III	14	.58-	15.3-
FIELD PROJECT MGR	15	.86-	18.5-
ENGINEERING AND ARCHITECTURE TECHNICAL - AVERAGES -		.74-	14.0-
COMP OPR SUPV II	12	1.06-	26.4-

TOTAL COMPENSATION - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
COMPUTER SCIENCE TECHNICAL - AVERAGES -		1.06-	26.4-
FARM RANCH HAND	8	.52-	10.0-
FORESTRY TECH I	10	.30-	9.7-
GAME AREA MGR	12	.32-	10.6-
FORESTRY AND AGRICULTURAL SCIENCES TECHNICAL - AVERAGES -		.38-	10.1-
STAT TECH I	9	.43-	8.3-
MATHEMATICS TECHNICAL - AVERAGES -		.43-	8.3-
LAB AIDE I	6	.12	2.2
LAB TECH II	10	.04	.8
LAB SUPVR I	12	1.30-	23.5-
OTHER PHYSICAL AND LIFE SCIENCES TECHNICAL - AVERAGES -		.38-	6.8-
HABIL AIDE I	7	.03	.5
HABIL AIDE III	9	.53-	8.7-
BEHAVIORAL SCIENCES TECHNICAL - AVERAGES -		.25-	4.1-
MICROFILM CLK I	6	.26-	5.8-
ART,PHOTOGRAPHY,JOURNALISM AND RADIO/TV TECHNICAL - AVERAGES -		.26-	5.8-

TOTAL COMPENSATION - ALL SURVEY STATES

GROUPED BY OCCUPATION

CLASSIFICATION/OCCUPATIONAL GROUP	GRADE	Z-SCORE	% DIFFERENCE
PERSONNEL TECH I	9	.11-	2.6-
RT OF WAY AGT II	11	1.70-	24.7-
RT OF WAY AGT IV	13	1.64-	32.2-
REVIEW APPRAISER	14	.44-	9.6-
GENERAL BUSINESS TECHNICAL - AVERAGES -		.97-	17.2-
WORD PROC OP II	7	.42-	7.4-
GENERAL CLERICAL - AVERAGES -		.42-	7.4-
STORE MGR III	10	.95-	23.1-
RETAIL SALES MISCELLANEOUS - AVERAGES -		.95-	23.1-
HOME ATTENDANT	7	.68	11.1
PERSONAL AND DOMESTIC MISCELLANEOUS - AVERAGES -		.68	11.1
TOUR GUIDE II	5	.48-	13.0-
MISCELLANEOUS SERVICES MISCELLANEOUS - AVERAGES -		.48-	13.0-
FORESTRY WRKR II	7	.32-	8.9-
UNSKILLED/SEMI-SKILLED MISCELLANEOUS - AVERAGES -		.32-	8.9-

SALARY SURVEY RESULTS

TOTAL COMPENSATION - ALL SURVEY STATES

GROUPED BY BROAD SKILL LEVEL

BROAD SKILL LEVEL	AVERAGE Z-SCORE	AVERAGE PERCENT ABOVE OR BELOW MEAN
ALL LEVELS	.57-	11.5-
PROFESSIONAL	.81-	13.6-
TECHNICAL	.61-	12.0-
CLERICAL	.42-	7.4-
MISCELLANEOUS	.26-	8.4-

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